CA2 ALL 60
B74
1960 Jan-Jun

ALBERTA LEGISLATURE LIBRARY
3 3398 00409 4164

BOARD OF INDUSTRIAL RELATIONS

BULLETIN

ON THE BOARD'S ACTIVITIES

JANUARY 1st, 1960 to JUNE 30th, 1960.

ISSUED BY

CANADIAN GOVERNMENT PUBLICATIONS COLLECTION
DE PUBLICATIONS OFFICIELLES CANADIENNES
NATIONAL LIBRARY BIBLIOTHÈQUE NATIONALE CANADA
LEGISLATURE LIBRARY
FEB - 4 2015
EDMONTON

PROVINCE OF ALBERTA
DEPARTMENT OF LABOUR

K.A. PUGH
Deputy Minister

HON. R. REIERSON
Minister

Digitized by the Internet Archive
in 2025 with funding from
Legislative Assembly of Alberta - Alberta Legislature Library

DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

K. A. PUGH - Chairman

WINNIFRED ROSS HARRY BOYSE

R. B. d'ESTERRE W. N. GRAY

H. C. FRENCH
Secretary

H. E. BENDICKSON

Vice-Chairman Chief Executive Officer

W. MADAY
Chief Inspector

TABLE OF CONTENTS

	SECTION
Statistical Information Bulletin, 1960	A
Applications for Certification from January 1st, 1960 to June 30th, 1960 . . . . . ISSUED	B
Applications for Certification from January 1st, 1960 to June 30th, 1960 . . . . . REFUSED	C
Application for Certification from January 1st, 1960 to June 30th, 1960 . . . . . RETURNED	D
Applications for Certification from January 1st, 1960 to June 30th, 1960 . . . . . WITHDRAWN	E
Application for Suspension of Certification January 1st, 1960 to June 30th, 1960 . . . . . GRANTED	F
Application for Suspension of Certification January 1st, 1960 to June 30th, 1960 . . . . . REFUSED	G
Application for Suspension of Certification January 1st, 1960 to June 30th, 1960 . . . . . RETURNED	H
Application for Revocation from April 11th, 1960 to June 30th, 1960 . . . . . ISSUED	I
Conciliations, 1960	J
Synopsis of Successful Conciliations, January 1st, 1960 to June 30th, 1960	K
(See Section "R" for Conciliation Board Awards from January 1st, 1960 to June 30th, 1960.)	
Votes on Selection of a Bargaining Agent from January 1st, 1960 to June 30th, 1960	L
Votes on Suspension of a Bargaining Agent from January 1st, 1960 to June 30th, 1960	M
Votes on Conciliation Board Awards from January 1st, 1960 to June 30th, 1960	N
Votes on Strike Action from January 1st, 1960 to June 30th, 1960	O
Votes Section 104 The Alberta Labour Act, January 1st, 1960 to June 30th, 1960	P
Transfer of Jurisdiction January 1st, 1960 to June 30th, 1960	Q
Conciliation Board Awards January 1st, 1960 to June 30th, 1960	R

STATISTICAL INFORMATION

BULLETIN

1960

"A"

STATISTICAL INFORMATION

BULLETIN

1960

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of January 1st, 1960 to June 30th, 1960 inclusive.

Parts 1 to 1V of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers and effecting just and friendly settlements of all disputes.

PARTS 1 to 1V INCLUSIVE	1960
Number of Board Meetings (Including Public Hearings)	25
Number of Inspections	23,999
Number of Business Places Inspected	7,780
Number of Employees Affected	54,920

SETTLEMENTS MADE:

Minimum Wage Underpayment	$ 5,231.54
Vacation Pay Orders	40,684.87
Overtime Arrears	35,868.72
Unpaid Wages	47,094.03
TOTAL	128,879.16

Number of Employees Affected by Above Settlements:	
Male	2,304
Female	495
Number of Complaints Received	3,094
Number of Employees for whom Weekly Increases Obtained to at least the Minimum Wage:	
Male	32
Female	93

	1960
Amount of Weekly Increases Obtained for above Employees:	
Male	$510.11
Female	250.69
	$760.80

INDUSTRIAL STANDARDS

Number of Schedules	28
Number of Interviews	392
Number of Inspections	214
Number of Complaints	42

PROSECUTIONS

Number of Businesses Charged	39
Charges carried over from previous period	28
Number of Chairges Laid	54
Convictions	36
Withdrawn	15
Dismissed	Nil
Pending	31
Appeals	Nil
Amount of Fines Assessed	2,390.00
Amount of Costs Assessed	317.50
Amount Implicated:	
Minimum	$ 796.13
Arrears of Wages	7,902.60
Vacation Pay	2,799.25
	$ 11,497.98

CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent, the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classification of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the application.

During the period from January 1st, 1960 to June 30th, 1960, the Board processed 121 applications of which 6 were received prior to January 1st, the disposition being as follows:-

Granted	90
Refused	18
Returned	2
Withdrawn	1
Pending	10
	121

SUSPENSION OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provided that on receipt of an application for suspension of certification, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent.

During the period from January 1st, 1960 to April 11th, 1960, the Board processed 7 applications for suspension of certification, the disposition being as follows:-

Certifications Suspended	4
Applications for Suspension Refused	1
Applications for Suspension Returned	1
Applications for Suspension Pending	1
	7

On April 11th, 1960, Section 66 of the Alberta Labour Act was amended to provide for the revocation of the certification of a bargaining agent. During the period from April 11th, 1960 to June 30th, 1960, the Board processed one application for revocation of a certification.

Certification revoked - 1

CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and the parties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From January 1st, 1960 to June 30th, 1960 the disputes referred and those previously referred to Conciliation Commissioners progressed as follows:-

Settled in Conciliation	46
Referred to Conciliation Board	25
Applications Withdrawn	8
Lapsed	0
Pending	17
	96

CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three members.

During the period from January 1st, 1960 to June 30th, 1960, there were 14 Conciliation Boards established. The Awards brought down by Boards being as follows:-

Unanimous Awards		7
Majority Awards		2
Dessent by employers member	1	
Dessent by employees member	1	
Dessent by employees member		
Sitting at end of June 30th, 1960		5

Some Conciliation Boards dealt with disputes involving more than one employer. These disputes were disposed of as follows:-

Accepted by both parties		3
Accepted by employers only		1
Accepted by employees only		3
Rejected by both parties		0
Parties Settled Before Award Submitted		4
Unanimous Awards rejected by either or both parties	2	
By employers		2
By employees		0
By both		0
Pending at end of June 25/60		1

VOTES

RE:	Appointment of a Bargaining Agent			11
RE:	Suspension of Certification			4
RE:	Conciliation Board Awards			5
RE:	Strike Action	In Favour	1	
		Against	0	1
RE:	Section 104 The Alberta Labour Act			2

STRIKES

After provisions of The Alberta Labour Act complied with - 0

LABOUR WELFARE REPORT

PERIOD JANUARY 1st, 1960 to JUNE 30th, 1960.

	HOUSEKEEPING	TOILETS & WASHROOMS	DINING FACILITIES	CHAIRS	HEAT
Instructions outstanding as of January 1st, 1960.	11	112	14	1	-
New Instructions issued January 1st, 1960 to June 30th, 1960.	23	41	12	2	1
TOTAL	34	153	26	3	1
Completed Instructions January 1st, 1960 to June 30th, 1960.	26	29	12	3	-
Outstanding as of July 1st, 1960.	8	124	14	-	1

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

JANUARY 1st, 1960 - JUNE 30th, 1960.

Charges laid for infractions of
The Alberta Labour Act and Orders

	FINES	COSTS	i/d DAYS	ARREARS	INFORMATIONS CARRIED OVER FROM 1959	INFORMATIONS CONCLUDED FROM PREVIOUS PERIOD	INFORMATIONS LAID THIS PERIOD	INFORMATIONS NOT CONCLUDED IN THIS PERIOD	CONVICTIONS	WITHDRAWALS	COMMITTALS	OUTSTANDING AS OF JUNE 30/60.
Sec. 11 (1) Failure to Maintain Time Records	$ 270.00	$ 15.20	148	$ 547.82	1	1	1		2			
Sec. 11 (3) Failure to Preserve Time Records	200.00	6.60	60				1		1			
Sec. 11 (4) Failure to Produce Records on Board Order	550.00	48.80	292	1,501.60	1	1	8	1	8			1
Sec. 11 (7) Falsificiation of Records	200.00	6.60	60	37.00			1		1			
Sec. 29 Female Minimum Wage Order #19	25.00	3.50	30	316.43	1	1	1		1	1		
Sec. 29 Male Minimum Wage Order #1	140.00	9.10	120	429.00	2	2			2			
Sec. 29 Male Minimum Wage Order #17	25.00	2.00	30	50.70	1	1	2	2		1		2
Sec. 41 Failing to Pay All Wages	595.00	34.50	225	7,902.60	8	5	18	11	7	5		14
Sec. 43 Vacation Pay Order #5	85.00	17.70	15	361.85	8	7	8	5	4	6		6
Sec. 43 Vacation Pay order #6	300.00	173.50		2,077.18	1	1	13	5	8	1		8
Sec. 43 (8) Failure to Pay on Court Order			20	360.22	5	2	1		2	1	4	-
	$2,390.00	$317.50	1000	$13,584.40	28	21	54	24	36	15	4	31

	PROVINCE OF ALBERTA		EDMONTON		CALGARY		LETHBRIDGE		MEDICINE HAT		OTHER TOWNS	
		%		%		%		%		%		%
No. of employees on payrolls inspected	54920	100.00	15086	100.00	15040	100.00	2338	100.00	901	100.00	21555	100.00
No. of Male employees to total	37648	68.55	9327	61.83	10377	69.00	1596	68.26	394	43.73	15954	74.02
No. of Female employees to total	17272	31.45	5759	38.17	4663	31.00	742	31.74	507	56.27	5601	25.98
RATES OF WAGES:												
MALE												
No. paid under $26.00 per week	1018	2.70	200	2.14	239	2.30	15	.94	9	2.28	555	3.48
No. paid $26.01 to $30.00 per week	275	.73	58	.62	65	.63	8	.50	-	-	144	.90
No. paid $30.01 to $32.50 per week	384	1.02	172	1.85	31	.30	15	.94	-	-	166	1.04
No. paid $32.51 to $35.00 per week	444	1.18	147	1.58	44	.42	18	1.13	7	1.78	228	1.43
No. paid $35.01 to $40.00 per week	1017	2.70	292	3.13	111	1.07	49	3.07	35	8.88	530	3.32
No. paid $40.01 to $50.00 per week	3041	8.08	1002	10.74	383	3.69	147	9.21	65	16.50	1444	9.05
No. paid $50.00 to $65.00 per week	6575	17.47	1706	18.29	1197	11.54	457	28.63	116	29.44	3099	19.43
Number paid over $65.00	24894	66.12	5750	61.65	8307	80.05	887	55.58	162	41.12	9788	61.35
	37,648	100.00	9,327	100.00	10,377	100.00	1,596	100.00	394	100.00	15,954	100.00
FEMALE												
No. paid under $24.00 per week	1612	9.33	239	4.15	636	13.64	1	.13	56	11.05	680	12.14
No. paid $24.01 to $28.00 per week	834	4.83	171	2.97	156	3.35	29	3.91	12	2.37	466	8.32
No. paid $28.01 to $30.00 per week	964	5.58	293	5.09	123	2.64	18	2.43	26	5.13	504	9.00
No. paid $30.01 to $32.50 per week	1081	6.26	383	6.65	160	3.43	60	8.09	31	6.11	447	7.98
No. paid $32.51 to $37.00 per week	2583	14.95	1047	18.18	540	11.58	144	19.41	46	9.07	806	14.39
No. paid $37.00 to $42.50 per week	3304	19.13	1452	25.21	674	14.45	169	22.78	248	48.91	761	13.59
No. paid $42.50 to $60.00 per week	4307	24.94	1605	27.87	1356	29.08	236	31.80	27	5.33	1083	19.33
Number paid over $60.00	2587	14.98	569	9.88	1018	21.83	85	11.45	61	12.03	854	15.25
	17,272	100.00	5,759	100.00	4,663	100.00	742	100.00	507	100.00	5,601	100.00

ENDING FOR THE MONTHS OF JANUARY, FEBRUARY, MARCH, APRIL, MAY AND JUNE, 1960.

THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

JANUARY 1st, 1960 to JUNE 30th, 1960.

I S S U E D

"B"

THE ALBERTA LABOUR ACT

CERTIFICATIONS

January 1st, 1960 to June 30th, 1960

I S S U E D

1. Fruehauf Employees Association, Edmonton, Alberta, and Fruehauf Trailer Company of Canada Limited, Edmonton, Alberta.

UNIT: "All hourly rated shop personnel which includes the following categories:-

Body repairmen, underconstruction repairmen, Welders, Painters, Labourers."

CERTIFICATE NO. 1-60 - January 12th, 1960.

2. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, and Sam Hashman & Co. Ltd., Calgary, Alberta.

UNIT: "Carpenter Foremen. Carpenters and Carpenter's Apprentice."

CERTIFICATE NO. 2-60 - January 14th, 1960.

3. United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton, and Double Diamond Bowling Supply Ltd., Edmonton, Alberta.

UNIT: "Carpenters, Carpenters Apprentices and Foreman."

CERTIFICATE NO. 3-60 - January 19th, 1960.

4. National Union of Public Employees, Local 787, Grande Prairie, and The City of Grande Prairie, Grande Prairie, Alberta.

UNIT: "All employees of the City of Grande Prairie with the exception of all supervisory staff with the right to hire or fire, Office Staff, Police Department, Fire Department, Recreation Commissioner, Civil Defence Director, Assistant Chief Engineer and Inspectors in charge of a Department."

CERTIFICATE NO. 4 - 60 - January 19, 1960.

5. United Brotherhood of Carpenters and Joiners of America, Local 3215, Cardston, and Oland Construction (1959) Limited, Lethbridge, Alberta.

UNIT: "Carpenters and Carpenters Apprentices."

CERTIFICATE NO. 5 - 60 - January 19, 1960.

6. Sheet Metal Workers' International Association, Local Union No. 271, Edmonton, and Robertson-Irwin Limited, Edmonton, Alberta.

UNIT: "All employees in the employ of the Company working in and out of the Company's Edmonton Plant or Office, excluding Supervisory and office staff."

6. Cont'd. -

CERTIFICATE NO. 6-60 - January 20, 1960.

7. The Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton, and Northern Alberta Dairy Pool Limited, Vermilion, Alberta.

UNIT: "All employees except office workers, Plant Foremen and temporary help."

CERTIFICATE NO. 7- 60 - January 25th, 1960.

8. The Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton, and Northern Alberta Dairy Pool Limited, Vegreville, Alberta.

UNIT: "All Employees except Office Workers, Plant Foremen and Temporary Help."

CERTIFICATE NO. 8 - 60 - January 25, 1960.

9. The Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton, and Northern Alberta Dairy Pool Limited, St. Paul, Alberta.

UNIT: "All Employees except office workers, Plant Foremen and Temporary help."

CERTIFICATE NO. 9 - 60 - January 25, 1960.

10. The Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton, and Northern Alberta Dairy Pool Limited, Grande Prairie, Alberta.

UNIT: "All Employees except Office Workers, Plant Foremen and Temporary help."

CERTIFICATE NO. 10-60 - January 25, 1960.

11. Fibreglass Workers, Local No. 1590, Edmonton, and Fibreglass Canada Limited, Edmonton, Alberta.

UNIT: "All plant employees of the Edmonton division Fibreglass Canada Limited excluding all office staff those in a managerial capacity, foremen, those persons above the rank of foremen, Receiver Storekeeper and Security Guards."

CERTIFICATE NO. 11 - 60 - January 26, 1960.

12. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Highland Construction Co. Ltd. Edmonton.

UNIT: "All employees engaged in Fence Erecting(except Laborers) and the employees engaged in all phases of erection and sheeting of Butler and Butler-type buildings."

CERTIFICATE NO. 12-60 - January 26, 1960.

13. Hospital and Service Employees' Association, Calgary, and Sisters of Charity of the Northwest Territories, Holy Cross Hospital, Calgary.

UNIT: "All employees of the Holy Cross Hospital, except:
Medical Director, House Surgeons, Physiotherapists, Medical Record Librarian, Radiologists, Pathologists, Dietitians, Pharmacists, Internes, Staff Nurses, Student Nurses, Social Workers, Business Manager, Credit Manager, Personnel Officer, Secretaries to the Sister Superior and Director of Nursing, Laboratory and X-Ray Technicians, Certified Nursing Aides, Student Nursing Aides, Office Staff, Engineers and Mechanical Maintenance Men, Plumbers, Electricians and their helpers. Head Orderly, Laundry Supervisor and Sewing Room Supervisor."

CERTIFICATE NO. 13-60 - January 28, 1960.

14. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and MacCalder Construction Co. Ltd., Calgary, Alberta.

UNIT: "All employees who are directly connected with field erection of Structural and Ornamental Iron and Armco and Butler type buildings, and sheeting of same."

CERTIFICATE NO. 14 - 60 - January 29, 1960.

15. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Mac & Mac Steeplejack Ltd., Edmonton, Alberta.

UNIT: "All employees who are directly connected with all phases of erection of Structural and Ornamental Iron and Machinery Movers and Riggers."

CERTIFICATE NO. 15 - 60 - January 29, 1960.

16. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Triangle Contracting Company Limited, Windsor, Ontario.

UNIT:

"All employees who are directly connected with all phases of erection of Structural and Ornamental Iron and placing of curtain-wall and curtain-wall type panels, mullions, and window frames."

CERTIFICATE NO. 16-60 - January 29, 1960.

17. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Sherwin-Williams Company of Canada Limited, Calgary, Alberta.

UNIT:

"All warehouse employees excluding office staff and those in a supervisory capacity with the right to hire and fire."

CERTIFICATE NO. 17-60 - February 2nd, 1960.

18. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Square-M Coleman, Edmonton, Alberta.

UNIT: "All employees who are directly connected with all phases of erection of Structural and Ornamental Iron and employees who do Machinery Moving and Rigging and cutting, bending, burning, welding, placing and tieing of Reinforcing Iron."

CERTIFICATE NO. 18-60 - February 3, 1960.

19. International Association Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton, and Don Bain Insulation, Edmonton, Alberta.

UNIT:

"All insulation mechanics and insulation improvers, foreman and sub-foreman engaged in the handling and application of heat and frost insulation."

CERTIFICATE NO. 19-60 - February 5th, 1960.

20. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, and Watson Industries(Alberta) Limited, Claresholm, Alberta.

UNIT: "All employees excepting office staff and those with the power to hire and fire employees."

CERTIFICATE NO. 20 - 60 - February 11, 1960.

21. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Ontario Cleaners & Laundry, Calgary, Alberta.

UNIT: "All Drivers and Driver Salesmen."

CERTIFICATE NO. 21-60 - February 11, 1960.

22. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, and Peterson and Anderson, Calgary.

UNIT: "Carpenters, Carpenter Foremen and Apprentices."

CERTIFICATE NO. 22-60 - February 15, 1960.

23. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Foundation Company of Canada Limited, Calgary.

UNIT: "All employees who are directly connected with all phases of erection of Structural and Ornamental Iron and employees who do Machinery Moving and Rigging and all employees directly connected with the Fabricating, cutting, bending, placing and tieing of reinforcing iron."

CERTIFICATE NO. 23-60 - February 15, 1960.

24. Independent Shop Workers Union, Lethbridge, and Horton Steel Works Limited, Lethbridge, Alberta.

UNIT: "All employees of the Company in the Lethbridge plant excluding office staff and those who have authority to hire, promote, discharge or discipline employees."

CERTIFICATE NO. 24-60 - February 15, 1960.

25. International Woodworkers of America, Local 1-206, Blairmore, Alberta, and E. Rouck Logging Company, Blairmore.

UNIT: "All employees of the Company in the Lethbridge plant excluding office staff and those who have authority to hire, promote, discharge or discipline employees."

CERTIFICATE NO. 25-60 - February 19, 1960.

26. United Brotherhood of Carpenters and Jointers of America, Local 1325, Edmonton, and Ulveland Construction, Edmonton, Alberta.

UNIT: "Carpenters, Carpenters' Apprentices and Foremen ."

CERTIFICATE NO. 26 - 60 - February 23rd, 1960.

27. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, Alberta, and Asbestonos Corporation Limited, Calgary, Alberta.

UNIT: "All shop and warehouse employees, excluding office staff and one foreman who has the right to hire and fire."

CERTIFICATE NO. 27-60 - February 23, 1960.

28. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 987, and Canada Creosoting Company Limited (Dominion Tar and Chemical Company) Calgary, Alberta.

UNIT: "All Employees of the Company excluding Office staff, supervisory employees above and including the rank of foreman, technical engineers and laboratory staff, all stationary engineers employed in the boiler plant and employees employed as part time staff."

CERTIFICATE NO. 28-60 - February 24, 1960.

29. International Woodworkers of America, Local 1-206, Blairmore, Alberta, and Atlas Lumber Company Limited, Coleman, Alberta.

UNIT: "All employees of the Company employed at the planermill and sawmill excluding office staff, confidential foreman and those having the right to hire and fire."

CERTIFICATE NO. 29-60 - Mar. 3, 1960.

30. International Union of Operating Engineers, Local 955, Edmonton, and Ackerman Construction Ltd., Camrose, Alberta.

UNIT: "Operating Engineers- namely; operators of heavy equipment including Backhoes, Tractors, Loaders, A-Frames, and Servicemen."

CERTIFICATE NO. 30-60 - March 3rd, 1960.

31. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, and Alberta Bedding Ltd., Edmonton, Alberta.

UNIT: "All employees of the Company excluding office staff and supervisory personnel with the right to hire and discharge."

CERTIFICATE NO. 31-60 - March 8, 1960.

32. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton and Dales Bros. Ltd., Edmonton, Alberta.

UNIT: "All truck drivers, warehousemen and garage employees, excluding office staff and supervisory personnel with the right to hire or discharge."

CERTIFICATE NO. 32-60 - March 9, 1960.

33. United Steelworkers of America, Local 5885, Edmonton, and Hectors Ltd., Edmonton, Alberta.

UNIT: "All employees of the Company employed at its Edmonton plants except office staff, clerical and technical employees, supervisory officials and those with authority to hire and fire."

CERTIFICATE NO. 33-60 - March 9, 1960.

34. Beverage Dispensers' International Union, Local 265, Calgary, and King Edward Hotel, Calgary.

UNIT: "Tapmen, Waiters, Glass Washers, Sparemen."

CERTIFICATE NO. 34-60 - March 10, 1960.

35. National Union of Public Employees, Local 792, Innisfail, Alberta, and Municipal District of Red Deer, No. 55, Red Deer, Alberta.

UNIT: "All machine operators and truck drivers working for the Municipality."

CERTIFICATE NO. 35-60 - March 17, 1960.

36. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, and Edmonton Transit Mix and Supply Company Limited, Edmonton, Alberta.

UNIT: "All employees of the company excluding office staff and supervisory personnel with the right to hire and discharge."

CERTIFICATE NO. 36 -60 March 17, 1960.

37. International Association of Bridge, Structural & Ornamental Iron Workers, Local 725, Calgary, and Riteway Placing Service Co., Calgary, Alberta.

UNIT: "All employees who are directly connected with all phases of placing, cutting, bending, fabricating, and tieing of reinforcing iron."

CERTIFICATE NO. 37 - 60 - March 24, 1960.

38. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Canada Creosoting Company Limited (Dominion Tar and Chemical Company), Calgary, Alberta.

UNIT: "All certified stationery engineers employed in the Company's steam plant, excluding Chief Engineer on monthly salary, supervisory employees, above the rank of Chief Engineer and probationary engineers who have not completed Sixty (60) days service."

CERTIFICATE NO. 38 - 60 - April 5, 1960.

39. Brewery, Malt and Soft Drink Workers, Local 244, Edmonton, and Bohemian Maid Brewing Company Limited, Edmonton, Alberta.

UNIT: "All employees of Bohemian Maid Brewing Company Limited with the exception of office staff, night watchman, and employees in a supervisory capacity who have the right to hire or fire. "

CERTIFICATE NO. 39 - 60 - April 5, 1960.

40. Brewery, Malt & Soft Drink Workers, Local 244, Edmonton, and Bohemian Maid Brewing Company Limited, Edmonton, Alberta,

UNIT: "All employees of Molson's Edmonton Brewery Ltd., with the exception of office staff, night watchman, janitor, gardeners and employees in a supervisory capacity who have the right to hire or fire."

CERTIFICATE NO. 40 - 60 - April 6th, 1960.

41. Construction & General Labourers Union, Local 1111, Calgary, and Poole-Pritchard Canadian Ltd., Calgary, Alberta.

UNIT: "Labourers and Labourer Foreman."

CERTIFICATE NO. 41 - 60 - April 11th, 1960.

42. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees' Union, Local 579, Edmonton, and Canadian Legion B.E.S.L. Kingsway Branch, No. 175, Edmonton, Alberta.

UNIT:

"All employees excluding Kitchen Staff, Office Staff, the Manager and those with the right to hire and fire."

CERTIFICATE NO. 42-60 - April 12, 1960.

43. Bakery and Confectionery Workers International Union of America, Local 252, Calgary, and Independent Groceries Association, Calgary, Alberta.

UNIT: "All Bakery Employees with the exception of Bakery Manager and Sales girls."

CERTIFICATE NO.43-60 - April 14th, 1960.

44. Fruehauf Trailer Employees Association, Calgary, and Fruehauf Trailer Company of Canada Ltd., Calgary, Alberta.

UNIT: "All hourly paid employees, Welders, Mechanics, Sheet Metal Workers, Helpers."

CERTIFICATE NO. 44-60 - May 4, 1960.

45. International Molders & Foundry Workers Union of North America, Local 360, Calgary, and Irving Wire Products Limited, Calgary, Alberta.

UNIT:

"All employees working at 66th Avenue and Centre Street South, Calgary, Alberta, except Supervisors not working at the tools, draftsman and front office staff."

CERTIFICATE NO. 45-60 - April 19, 1960.

46. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta, and Bennett and White Alberta Limited, Calgary, Alberta.

UNIT:

"Carpenter Foreman, Carpenters and Carpenter's Apprentices."

CERTIFICATE NO. 46-60 - April 20, 1960.

47. International Labourers and Hod Carriers of America, Local 627, Lethbridge, and Bennett & White(Alberta) Limited, Calgary, Alberta.

UNIT: "Experienced Labourers and Tradesmen's Helpers, Mixer men, Pipe layers, Jackhammer Men, Light truck and tractor drivers, Machine Mixer men, Concrete Finishers."

CERTIFICATE NO. 47-60 - April 26, 1960.

48. International Association of Operative Plasterers' and Cement Masons', Local 372, Edmonton, Alberta, and Alberta Plaster-Craft Ltd., Edmonton, Alberta.

UNIT: "All Plasterers and Plasterers Apprentices. Foremen and Sub Foremen to be included."

CERTIFICATE NO. 48-60 - April 22, 1960.

49. Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, Edmonton, Alberta, and Decorcraft Painting and Decorating Company, Edmonton, Alberta.

UNIT: "Painters, Decorators (Brush and Spray)"

CERTIFICATE NO. 49 - 60 - April 27, 1960.

50. Operative Plasterers' and Cement Masons' International Association, Local 372, Edmonton, and Walter Melnyk(Plastering), Edmonton, Alberta.

UNIT: "All Plasterers" and Plasterers Apprentices. Foremen and Sub Foremen to be included."

CERTIFICATE NO. 50 - 60 - April 29, 1960.

51. Operative Plasterers' and Cement Masons International Association, Local 372, Edmonton, and E. Klapstein Plastering Ltd., Edmonton, Alberta.

UNIT: "All Plasterers and Plasterers Apprentices. Foremen and Sub Foremen to be included."

CERTIFICATE NO. 51 - 60 - May 2nd, 1960.

52. United Brotherhood of Carpenters & Joiners of America, Local 1325, Edmonton, and Industrial Leaseholds Construction Limited, Leduc, Alberta.

UNIT: "Carpenters, Apprentices and Foremen."

CERTIFICATE NO. 52 - 60 - May 4th, 1960.

53. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and Glacier Construction Co. Ltd., Calgary, Alberta.

UNIT: "All employees who are directly connected with all phases of erection of Structural and Ornamental Iron, and all employees which Machinery Moving and Rigging."

CERTIFICATE NO. 53 - 60 - May 6, 1960.

54. International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local Union No. 776, Edmonton, and Wemas Metal Manufacturing Co. Ltd., Calgary, Alberta.

UNIT: "All employees in the Company's Shop save and except office staff, foremen and persons above the rank of Foremen."

CERTIFICATE NO. 54 - 60 - May 9th, 1960.

55. International Association Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton, and Alberta Piping Insulators Ltd., Calgary, Alberta.

UNIT: "All insulation mechanics and insulation improvers, foremen and sub-foremen engaged in the handling and application of heat and frost insulation."

CERTIFICATE NO. 55 - 60 - May 9, 1960.

56. Beverage Dispensers Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, and Edmonton Club, Edmonton, Alberta.

UNIT: "All employees excluding those with the right to hire and fire."

CERTIFICATE NO. 56 - 60 - May 11, 1960.

57. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and Williams & Williams (Western) Limited, Calgary, Alberta.

UNIT: "All employees who are directly connected with the erecting and placing of curtain-wall and curtain-wall type panels, mullions, window frames and ornamental iron, except for labourers."

CERTIFICATE NO. 57 - 60 - May 12, 1960.

58. International Molders & Foundry Workers Union of North America, Local 360, Calgary, and Perfection Machine Works Ltd., Calgary, Alberta.

UNIT: "All employees working at 34th avenue S. E. and Blackburn Road, Calgary, Alberta, except; Supervisors not working at the tools, Draftsmen and Front office staff."

CERTIFICATE NO. 58 - 60 - May 19, 1960.

59. Construction and General Labourers Union, Local 1111, Calgary, and Calgary Labour Temple Company Limited, Calgary, Alberta.

UNIT: "Employees employed as janitors and janitresses."

CERTIFICATE NO. 59 - 60 - May 17, 1960.

60. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, Alberta, and Nick Linden Construction (Medicine Hat) Ltd., Medicine Hat, Alberta.

UNIT: "All truck drivers and swampers and mechanics - excluding office staff and those in supervisory capacity who have the right to hire and fire."

CERTIFICATE NO. 60 - 60 - May 18, 1960.

61. Construction and General Labourers Union, Local 1111, Calgary, and Burtex Industries Limited, Calgary, Alberta.

UNIT: "All employees working at the factory site excluding office personnel, salesmen and those with authority to hire and fire."

CERTIFICATE NO. 61 - 60 - May 19, 1960.

62. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Calgary Iron and Engineering Ltd., Calgary, Alberta.

UNIT: "All employees who are directly connected with all phases of erection of structural and ornamental iron and employees who do machinery moving and rigging off the Company premises(Erection Employees)."

CERTIFICATE NO. 62 - 60 - May 19, 1960.

63. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, and Brown-Royal Fruit, Edmonton, Alberta.

UNIT: "All employees of the Company's Edmonton Branch, excluding salesmen, office staff, foremen and those above the rank of foremen."

CERTIFICATE NO. 63 - 60 - May 19, 1960.

64. Civic Employees, Local Union, No. 30, N.U.P.E., Edmonton, and Town of Fort Saskatchewan, Alberta.

UNIT: "All outside employees and clerical workers with the exception of those with the right to hire and fire."

CERTIFICATE NO. 64 - 60 - May 24, 1960.

65. Brotherhood of Painters, Decorators, Paperhangers of America, Local 583, Calgary, Alberta, and Construction and Maintenance Department, Hotel Department, Canadian Pacific Railways, Banff Springs Hotel, Banff, Alberta.

UNIT: "All Painters employed by the Construction and Maintenance Department, Hotel Department, Canadian Pacific Railways at the Banff Springs Hotel, Banff, Alberta, and the Chateau Lake Louise, Lake Louise, Alberta.

CERTIFICATE NO. 65 - 60 - May 25, 1960.

66. Construction and General Labourers, Local Union No. 1111, Calgary, Alberta, and Oland Construction(1959) Ltd., Calgary, Alberta.

UNIT: Unskilled and semi-skilled labourers, excluding foremen with the right to hire and fire."

CERTIFICATE NO. 66 - 60 - May 26, 1960.

67. Construction and General Labourers, Local Union No. 1111, Calgary, Alberta, and Commonwealth Construction Company Ltd., Calgary, Alberta.

UNIT: "Labourers."

CERTIFICATE NO. 67 - 60 - May 30, 1960.

68. Construction and General Labourers, Local Union No. 1111, Calgary, Alberta, and Foundation Company of Canada Limited, Calgary, Alberta.

UNIT: "Labourers."

CERTIFICATE NO. 68 - 60 - May 30, 1960.

69. Construction and General Labourers, Local Union No. 1111, Calgary, and Walden Construction Ltd., Calgary, Alberta.

UNIT: "Labourers."

CERTIFICATE NO. 69 - 60 - May 30, 1960.

70. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Danluk Steel Co., Calgary, Alberta.

UNIT: "All employees who are directly connected with all phases of placing, cutting, bending, fabricating, and tieing of reinforcing iron."

CERTIFICATE NO. 70 - 60 - May 30, 1960.

71. Retail Clerks Union, Local 401, Edmonton, and MacDonalds Consolidated Ltd., Edmonton, Alberta.

UNIT: "All employees employed in the warehouses of MacDonalds' Consolidated Ltd., in the greater Edmonton area; including Warehousemen and Packers, Truck Drivers; semi-trailer drivers; swampers; checkers; receivers; shippers; hoist operators; freezer men.
excluding: Office employees; Salesmen and persons in a supervisory capacity with the right to hire and fire."

CERTIFICATE NO. 71 - 60 - May 31st, 1960.

72. International Hod Carriers, Building & Common Labourers Union of America, Local 92, Edmonton, and Christensen & McLean Roofing Ltd., Edmonton, Alberta.

UNIT: "All roofers employed by the Company including Labourers, Potmen, Roofers and Applicators."

CERTIFICATE NO. 72 - 60 - May 31st, 1960.

73. International Association of Bridge, Structural & Ornamental Iron Workers, Local 725, Calgary, and Central Reinforcing Steel Service Ltd., Calgary, Alberta.

UNIT: "All employees who are directly connected with the fabricating, cutting, bending, placing and tieing of reinforcing iron."

CERTIFICATE NO. 73 - 60 - June 1st, 1960.

74. International Hod Carriers, Building & Common Labourers Union, Local 92, Edmonton, and Industrial Leaseholds Construction Limited, Leduc, Alberta.

UNIT: "General Labourers when employed as Dump men, Tampermen, Chippermen, Mixermen, Vibratormen, Grinder Operators, Jack-hammermen, Breakermen, Pump Tenders, Tubular scaffolders, Labourers, tending all crafts including mixing, handling and conveying of materials used by the crafts, Power-buggy operators and pipelayers(non-metallic)."

CERTIFICATE NO. 74 - 60 - June 6th, 1960.

75. International Hod Carriers, Building and Common Labourers' Union of America, Local 92, Edmonton, and Franki of Canada Limited, Edmonton, Alberta.

UNIT: "All labourers and drillers excluding foremen and those above the rank of foreman."

CERTIFICATE NO. 75 - 60 - June 3rd, 1960.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

January 1st, 1960 to June 30th, 1960

R E F U S E D

" C "

THE ALBERTA LABOUR ACT

CERTIFICATIONS

JANUARY 1st, 1960 to JUNE 30th, 1960

R E F U S E D

	UNION	COMPANY	REASON
1.	United Brotherhood of Carpenters & Joiners of America, Locals 1779 and 2103, Calgary, Alberta.	Dominion Bridge Co. Ltd., Calgary, Alberta.	Company already complying with working conditions of working agreement.
2.	National Union of Public Employees, Local Union No. 792, Innisfail, Alberta.	Municipal District of Red Deer, No. 55, Red Deer, Alberta.	Majority did not select the union as bargaining agent.
3.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514, Edmonton, Alberta.	Dales Bros. Ltd., Edmonton, Alberta.	Refused on a technicality.
4.	Oil, Chemical & Atomic Workers, International Union Local 16-685, Twin Butte, Alberta.	British American Oil Co., Ltd., Pincher Creek Gas Plant, Pincher Creek, Alberta.	Agreement bar to application.
5.	International Union of Operating Engineers, Local 955, Edmonton, Alberta.	Fulton Bannister Ltd., Edmonton, Alberta.	Unit inappropriate.
6.	International Union of Operating Engineers, Local 955, Edmonton, Alberta.	Mannix Co. Ltd., (Pipe-Line Division), Calgary, Alberta.	Unit inappropriate.
7.	International Union of Operating Engineers, Local Union 955, Edmonton, Alberta.	Mannix Co. Ltd., Calgary, Alberta.	Unit inappropriate.
8.	International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta.	Calgary Iron & Engineering Ltd., Calgary, Alta.	Agreement bar to application.

9.	United Transport Workers & Warehousemen, Edmonton, Alberta.	Monarch Transport Ltd., Edmonton, Alberta.	Employees voted against.
10.	Retail Clerks Union, Local 401, Edmonton, Alberta.	MacDonalds Consolidated Ltd. Edmonton, Alberta.	Agreement bar to application.
11.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514 Edmonton, Alberta.	McCabe Grain Co. Ltd. Edmonton, Alberta.	Board without jurisdiction.
12.	International Union of Electrical Radio & Machine Workers, Local Union No. 586, Lethbridge, Alberta.	Automatic Electric(Canada) Limited, Lethbridge, Alberta.	Not properly chartered as a Local of its parent organization.
13.	Brotherhood of Painters, Decorators & Paperhangers of America, Local 1016, Edmonton, Alberta.	Brown & Root Ltd., Edmonton, Alberta.	Unit inappropriate.
14.	Construction & General Labourers Union, Local 1111, Calgary, Alberta.	Mannix Co. Ltd., Calgary, Alberta.	Unit inappropriate.
15.	Brotherhood of Painters, Decorators & Paperhangers Of America, Local 1016, Edmonton, Alberta.	J. Mason & Sons Ltd., Edmonton, Alberta.	No instructions from employees to make application.
16.	Lethbridge Hospital Employees Union, No. 408, N.U.P.E. Lethbridge, Alberta.	St. Michaels' General Hospital, Lethbridge, Alta.	By vote majority voted against.
17.	United Brotherhood of Carpenters & Joiners of America, Local 922, Lloydminster, Alberta.	Nelson Lumber Company, Lloydminster, Alberta.	Majority employees did not select the union as bargaining agent.
18.	International Association of Bridge, Structural & Ornamental Iron Workers, Local 725, Calgary, Alberta.	Hectors Ltd., Calgary, Alberta.	Agreement bar to application.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JANUARY 1st, 1960 to JUNE 30th, 1960.

R E T U R N E D

"D"

THE ALBERTA LABOUR ACT

CERTIFICATIONS

JANUARY 1st, 1960 to JUNE 30th, 1960.

R E T U R N E D

	UNION	COMPANY	RESULT
1.	United Association of Journeymen & Apprentices of the Plumbing & Pipe-fitting Industry of the U. S. and Canada, Local 496, Calgary, Alberta.	Stearns-Roger Engineering Company Ltd., Calgary, Alberta.	Agreement bar to application.
2.	Lethbridge Hospital Employees Union, No. 408, N.U.P.E. Lethbridge, Alberta.	St. Michaels' General Hospital, Iethbridge, Alberta.	Unit not properly described.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JANUARY 1st, 1960 to JUNE 30th, 1960.

W I T H D R A W N

"E"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATION

JANUARY 1st, 1960 to JUNE 30th, 1960

W I T H D R A W N

	UNION	COMPANY	
1.	International Association of Bridge, Structural & Ornamental Iron Workers, Local 725, Calgary, Alberta.	Burns & Dutton Concrete & Construction Co. Ltd., Calgary, Alberta.	Union requested withdrawal.

THE ALBERTA LABOUR ACT

SUSPENSION OF CERTIFICATION

OF A BARGAINING AGENT

JANUARY 1st, 1960 to April 11th, 1960.

G R A N T E D

"F"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

SUSPENSION OF CERTIFICATION

OF A BARGAINING AGENT

JANUARY 1st, 1960 to APRIL 11th, 1960

G R A N T E D

1. International Chemical Workers Union, Local 405, Calgary, Alberta, and Canada Creosoting Company Limited (The Dominion Tar and Chemical Co. Ltd.,) Calgary, Alberta.

   UNIT: "All employees except managerial and office staff, supervisory employees above and including the rank of foreman, technical engineers and laboratory staff and all part-time employees who are engaged as such and who are regularly employed elsewhere."

2. United Steelworkers of America, Local 5044, Calgary, Alberta, and Precision Machine & Equipment Limited, Calgary, Alberta.

   UNIT: "All employees of the Company excepting salaried workers, office staff, salesmen, tool-room attendants, foremen and above and those having the power to hire and fire."

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, Alberta, and Security Storage (Calgary) Ltd., Calgary, Alberta.

   UNIT: "All employees including truck drivers, warehousemen, Swampers and helpers, excluding office employees and mechanics and those who have the right to hire and fire or change the status of employees."

4. International Union of Operating Engineers, Local 885, Lethbridge, Alberta, and British American Oil Company Limited, Pincher Creek, Alberta.

   UNIT: "Certified Engineers, namely;
   Steam Engineers engaged in operating
   Steam Boilers, excluding the Chief Engineer."

THE ALBERTA LABOUR ACT

SUSPENSION OF CERTIFICATION

OF A BARGAINING AGENT

JANUARY 1st, 1960 to APRIL 11th, 1960.

R E F U S E D

"G"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

SUSPENSION OF CERTIFICATION

OF A BARGAINING AGENT

JANUARY 1st, 1960 to APRIL 11th, 1960.

R E F U S E D

1. International Brotherhood of Electrical Workers, Local 254, Calgary, Alberta, and Meers & Hicks Electrical Ltd., Red Deer, Alberta.

UNIT: "Inside Wiremen - i,e. Men engaged in electrical contacting construction, maintenance and repair of all electrical equipment and apparatus(excepting utilities, i.e. public telephones and power generation and distribution)."

REASON: Insufficient evidence.

THE ALBERTA LABOUR ACT

SUSPENSION OF CERTIFICATION

OF A BARGAINING AGENT

JANUARY 1st, 1960 to APRIL 11th, 1960.

R E T U R N E D

"H"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

SUSPENSION OF CERTIFICATION

OF A BARGAINING AGENT

JANUARY 1st, 1960 to APRIL 11th, 1960

R E T U R N E D

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, Alberta, and Consolidated Concrete Industries Limited, Edmonton, Alberta.

UNIT: "All employees of the Company who are employed in the Company's plants in Edmonton, Alberta, but excluding office and sales personnel and those with the right to hire and fire."

REASON: Returned - Invalid application.

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

APRIL 11th, 1960 to JUNE 3rd, 1960.

I S S U E D

"I"

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

APRIL 11th, 1960 to JUNE 3rd, 1960.

I S S U E D

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, Alberta, and Consolidated Concrete Industries Ltd., Edmonton, Alberta.

UNIT: "All employees of the Company who are employed in the Company's plants in Edmonton, Alberta, but excluding office and sales personnel and those with the right to hire and fire."

CERTIFICATE NO. 1-60 - May 24, 1960.

C O N C I L I A T I O N S

JANUARY 1st, 1960 to JUNE 30th, 1960

"J"

THE ALBERTA LABOUR ACT

CONCILIATIONS

JANUARY 1st, 1960 to JUNE 30th, 1960

	DISPUTES	CONCILIATOR	RESULT
1.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514, Edmonton, Alberta, and the Town of Beverly, Beverly, Alberta.	C. B. Dagg	Settled.
2.	Hotel & Restaurant Employees and Bartenders International Union, Local 73, Lethbridge, and Arlington Hotel, Dallas Hotel Co. Ltd., Porter Estate Ltd., (Alexandra Hotel), York Hotel, Marquis Hotel Ltd., Lethbridge Hotel, and Garden Hotel, all of Lethbridge, Alberta.	E. F. Rodwell	Settled.
3.	The United Cement, Line & Gypsum Workers International Union, Local 359, and Inland Cement Company Limited, Edmonton, Alberta.	J. B. Adams	Conciliation Board.
4.	International Woodworkers of America, Local Union 1-207, Edmonton, and McRae Lumber Company Limited, Faust, Alta.	J. B. Adams	Conciliation Board.
5.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, and Security Storage(Calgary) Ltd., Calgary, Alberta.	E. F. Rodwell	Withdrawn
6.	International Brotherhood of Bookbinders, Local Union No. 211, and certain members of the Calgary Graphic Arts Association as follows:- Albertan Job Press Ltd., Burns & Co. Limited, Burnand Printing Co. Ltd., Canniff Printing Service Limited, Commercial Printers(Calgary) Limited, Commonwealth Press Ltd., Economy Bookbindery Co. Ltd., Foothill Printers Ltd., Hickey & Jones, Humphries - Dichmont, Kellaway Printing Ltd., Knights Stationery & Printing Co. Ltd., Kyle Printing Limited, Lithocraft Press Ltd.	R.H.R. Clement	Settled

6. Cont'd. -

	John D. McAra Ltd., Miller Printing Ltd., Pheonix Press Co. Limited, West Printing Co. Ltd., Western Printing & Lithographing Co. Ltd., Evergreen Press(Alberta) Ltd., all of Calgary, Alberta.		
7.	Bakery & Confectionery Workers' International Union of America, Local 252, and Dominion Stores Ltd., Calgary, Alberta.	E. F. Rodwell	Withdrawn
8.	International Union, United Automobile Aircraft & Agricultural Implement Workers of America, (UAW), Local 227, Calgary, and International Harvester Company of Canada Ltd., Calgary, Alberta.	E. F. Rodwell	Settled.
9.	International Woodworkers of America, Local 1-207, and the Imperial Lumber Company Limited, Athabasca, Alberta.	J. B. Adams	Conciliation Board.
10.	International Woodworkers of America, Local 1-207, and The Imperial Lumber Company Limited, Grande Prairie, Alberta.	J. B. Adams	Conciliation Board.
11.	International Woodworkers of America, Local 1-207, and The Imperial Lumber Company Limited, Malboro, Alberta.	J. B. Adams	Conciliation Board.
12.	International Woodworkers of America, Local 1-207, and The Imperial Lumber Company Limited, Kinuso, Alberta.	J. B. Adams	Conciliation Board.
13.	International Woodworkers of America, Local 1-207, and The Imperial Lumber Company Limited, Blue Ridge, Alberta.	J. B. Adams	Withdrawn.
14.	International Woodworkers of America, Local 1-207, and The Imperial Lumber Company Limited, Barrhead, Alberta.	J. B. Adams	Conciliation Board.

15.	International Woodworkers of America, Local 1-207, and The Imperial Lumber Company Limited, Mile 137, Alberta.	J. B. Adams	Withdrawn.
16.	Amalgamated Meat Cutters & Butcher Workmen of North America, Local 312, Edmonton, and Ch Pre-Pak Foods, Edmonton, Alberta.	C. B. Dagg	Settled.
17.	Lethbridge & District Civic Employees Local Union No. 70, Lethbridge, and Town of Fort MacLeod, Alberta.	R. H. R. Clement	Settled.
18.	International Brotherhood of Electrical Workers, Local Union 630, Lethbridge, and Atwood & Pratt Ltd., Lethbridge, Alberta.	R. H. R. Clement	Settled.
19.	International Brotherhood of Electrical Workers, Local Union 630, Lethbridge, and The Roy Electric Company, Lethbridge, Alberta.	R. H. R. Clement	Settled.
20.	International Brotherhood of Electrical Workers, Local 630, Lethbridge, and King & May Electric, Lethbridge, Alberta.	R. H. R. Clement	Settled.
21.	International Brotherhood of Electrical Workers, Local Union 630, Lethbridge, and Pittman Electric Ltd., Lethbridge, Alberta.	R. H. R. Clement	Settled.
22.	International Brotherhood of Electrical Workers, Local 630, Lethbridge, and Wyatt Electric, Lethbridge, Alberta.	R. H. R. Clement	Settled.
23.	International Brotherhood of Electrical Workers, Local Union 630, Lethbridge, and Parsons Electric Ltd., Lethbridge, Alberta.	R. H. R. Clement	Settled.

24.	International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, and Pink & Chiste Electric, Lethbridge, Aoberta.	R. H. R. Clement	Settled.
25.	International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, and City Electric, Lethbridge, Alberta.	R. H. R. Clement	Settled.
26.	International Brotherhood of Electrical Workers, Local Union 630, Lethbridge, and Snider Electric, Lethbridge, Alberta.	R. H. R. Clement	Settled.
27.	International Brotherhood of Electrical Workers, Local 630, Lethbridge, and Central Electrical Contractors, Lethbridge, Alberta.	R. H. R. Clement	Settled.
28.	Lethbridge & District Civic Employees Local 70, N.U.P.E. Lethbridge, and the City of Lethbridge, Alberta.	R. H. R. Clement	Settled.
29.	International Association of Machinists, Lodge 1722, Edmonton, and Royal Typewriter Company Limited, Calgary, Alberta.	R. H. R. Clement	Settled.
30.	Medicine Hat Civic Federal Union Local No. 46, Medicine Hat, and the City of Medicine Hat, Medicine Hat, Alberta.	E. F. Bdwell	Settled.
31.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514, Edmonton, and Security Storage(Big 4) Ltd., Edmonton, Alberta.	J. B. Adams	Settled.
32.	Brotherhood of Painters, Decorators & Paperhangers of America, Local Union No. 1725, Calgary, and Crystal Installation Ltd., Calgary, Alberta,	R. H. R. Clement	Settled.

32.	Continued..... Alberta Paint & Glass Col Limited, Bogardus - Wilson (Alberta) Limited, Canadian Pittsburgh Industries Ltd., Pilkington Glass Limited, Spalding Glazing; all of Calgary, Alberta.		
33.	United Glass & Ceramic Workers of North America, Local 201, and Dominion Glass Company Limited, Redcliff, Alberta.	E.F. Rodwell	Conciliation Board.
34.	Operative Plasterers' & Cement Masons' International Association, Local 372, Edmonton, and certain plastering contractors as per Appendix "A". C. Beckett & Co.(Edmonton) Ltd., Edmonton, F. Blanchard & Sons, Ltd., Edmonton, Walter Busenius Ltd., Edmonton, L. Doberstein, Edmonton, Byer & Moffatt Ltd., Edmonton, G. Ego Ltd., Edmonton, Alberta-Plaster-Craft Ltd., Edmonton, L. Fenske, Edmonton, T. R. Flynn & Sons Ltd., Edmonton, Gardiner & Penderson Plastering Co. Ltd., Edmonton, J. Jauca, Edmonton, Guimont & Lewin, Edmonton, G. L. Plastering, Edmonton, J. A. Jones, Edmonton, Ingram Plastering Ltd., M. T. Kinsella, Gen. Del. St. Albert, A. Klapstein, Edmonton, E. Klapstein, Edmonton, Robt. Martin, Leduc, Alberta, W. Melnyk, Edmonton, Mitchell & Bassani Ltd., Edmonton, McCook Plastering Co. Ltd. Edmonton, F. J. McDaniel Ltd. Edmonton, McLellan & Alldritt Co. Ltd., Edmonton, R. McLellan Plasterers, Edmonton, Nu-Way Plasterers, Edmonton, J. Nahorniak, Edmonton, Norman & Dever Plasters, Edmonton, J. Regier, Edmonton, Riehl Bros., Edmonton, Ben Schur Plaster & Stucco, Athabasca, F. J. Stannard, Fort Saskatchewan, Sullivan & Stewart Plastering Contractors Co. Edmonton, C. Vaage Plastering Co. Ltd., Edmonton, Wetzstein & Weiss, Edmonton, Frank H. Wosnock, Edmonton, Alberta.	C.B. Dagg	Settled.
35.	Bricklayers, Marble Masons, Plasterers, Tile Setters & Terrazzo Workers, Local Union No. 2, Calgary, and Flesher Marble & Tile Ltd., Alberta Marble & Tile Co. Ltd., Adanac Tile & Marble Co., Hingley Terrazzo & Tile Ltd., Calgary, Alberta.	R.H.R. Clement	Settled.

36.	Public School Caretakers Assoc., Local 474, N,U.P.E. and the Edmonton Public School Board., Edmonton, Alberta.	J.B. Adams	Conciliation Board.
37.	Alberta Teachers Association and the Bow River Catholic Separate School, District No. 55, Forest Lawn, Alberta.	R. H. R. Clement	Settled.
38.	International Association of Machinists, Lodge No. 1722, and Waterous Equipment Ltd., Edmonton, Alberta.	J. B. Adams	Settled.
39.	Amalgamated Meat Cutters & Butcher Workmen of North America, Local 312, and the Northern Alberta Dairy Pool Limited, Camrose, Alberta.	C.B. Dagg	Settled.
40.	Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312, and Northern Alberta Dairy Pool Limited, Wetaskiwin, Alberta.	C.B. Dagg	Settled.
41.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, and Asbestonos Corp. Ltd., Calgary, Alberta.	E. F. Rodwell	Settled.
42.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, and Sherwin-Williams Company of Canada Limited, Calgary, Alberta.	E. F. Rodwell	Conciliation Board.
43.	Beverage Dispensers' International Union, Local 265, Calgary, and Bowness Hotel Ltd., Bowness, Alberta, Alexandra Hotel Ltd., Calgary, Beacon Hotel Ltd., Calgarian Hotel, Carlton Hotel, Cecil Hotel, Empire Hotel, Grand Hotel, Empress Hotel, Dominion Hotel, Imperial Hotel, National Hotel, Noble Hotel Ltd., Queen's Hotel, Hotel Royal, Hotel St. Regis, Shamrock Hotel, Stampeder Hotel Co. Ltd., Victoria Hotel, Wales Hotel, Yale Hotel, Hotel York Ltd., all of Calgary, Alberta.	R. H. R. Clement	Settled.

44.	United Steelworkers of America, Local 5529, Edmonton, and Premier Steel Products Limited, Cooking Lake Trail, Edmonton, Alberta.	J. B. Adams	Settled.
45.	Wood, Wire & Metal Lathers International Union, Local 205, Edmonton and Ken Bailey, Jasper Place, Alberta, Ted Rangner, Edmonton, Ernie Roberge, Edmonton, Thomas R. Flynn & Sons Ltd., Edmonton, William Hoskins, Edmonton.	C. B. Dagg	Settled.
46.	United Steelworkers of America, Local 5044, Calgary, and Dominion Bridge Co. Ltd., Calgary, Alberta.	R. H. R. Clement	Conciliation Board.
47.	Oil, Chemical & Atomic Workers International Union, Local 16-666, Edmonton and Liquid Carbonic Canadian Corporation Limited, Edmonton, Alberta.	J. B. Adams	Settled.
48.	Oil, Chemical & Atomic Workers International Union, Local 16-666, Edmonton, and Sidney Roofing and Paper Co. Ltd., Lloydminster, Alberta.	C. B. Dagg	Conciliation Board.
49.	United Steelworkers of America, Local 3345, Edmonton and Dominion Bridge Co. Ltd., Edmonton, Alberta.	J. B. Adams	Conciliation Board.
50.	United Brotherhood of Carpenters & Joiners of America, Local 1325, Edmonton, and Brown & Root Ltd., Edmonton, Alberta.	C. B. Dagg	Conciliation Board.
51.	Medicine Hat Laundry Workers' Federal Union No. 45, C.L.C. and Medicine Hat Steam Laundry Company Limited, Medicine Hat, Alberta.	E. F. Rodwell	Pending.
52.	International Woodworkers, of America, Local 1-206, Blairmore, and Atlas Lumber Co. Ltd., Coleman, Alberta.	R. H. R. Clement	Settled.

53.	Projectionist I.A.T.S.E.M.P.M.O., Local 320, and Famous Players' Canadian Corporation (Palace Theatre and Capital Theatre), Calgary, Alberta.	E.F. Rodwell	Conciliation Board.
54.	Amalgamated Meat Cutters & Butcher Workmen of North America, Local 312, Edmonton, and Alberta Poultry Marketers Co-Operative Ltd., Edmonton.	C. B. Dagg	Settled.
55.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, and Dench of Canada Ltd., Calgary, Canadian Freightways Ltd., Calgary, Pacific Inland Express Ltd., Calgary, Alberta.	R.H.R. Clement	Pending.
56.	International Alliance of Theatrical Stage Employees' and Motion Picture Projectionists of the U.S. and Canada, Local 371, Edmonton and Famous Players Canadian Corporation, Paramount Theatre, Strand Theatre, Empress Theatre, Capitol Theatre, Dreamland Theatre, Garneau Theatre.	J. B. Adams	Settled.
57.	National Union of Public Employees Local 787, Edmonton and the City of Grande Prairie, Grande Prairie, Alberta.	J. B. Adams	Settled.
58.	Projectionists I.A.T.S.E., Local 302, Calgary and Barron Enterprises, Grande and Uptown Theatres, Calgary, Alberta.	E. F. Rodwell	Conciliation Board.
59.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514, Edmonton, and Dales Bros. Ltd., Edmonton, Alberta.	C. B. Dagg	Pending.

60.	Operative Plasterers' and Cement Masons' International, Local 324, Calgary, and Amalgamated Plastering Co. Ltd., Calgary, Calgary Plastering Co., Carons Plastering Co., H. E. Dunphy, S. Fairley, F. E. Hillard, Hodgetts Plastering, T. Kelly & Sons, Kerby Plastering, McEwen Plastering, Nada Plasterers, J. F. Schwengler, B. Wilson, Byers & Van Duesen, R. Mackie, Pete's Plastering, F. W. Williams, J. Morigeau, G. Badcock, F. Kuzina, H. Merrills, W. Haparta, C. Beckett & Co., all of Calgary, and F. H. Ehlert Plastering Co. Lethbridge, G. Sired Plastering Co. Lethbridge, Alberta.	E. F.Rodwell	Settled.
61.	United Brotherhood of Carpenters & Joiners of America, Local No. 2410, Red Deer, Alberta. and as per Appendix "A", North West Construction Co. Ltd., Edmonton, Solar Construction Co. Ltd., Edmonton, Alberta, Burns & Dutton Concrete Const. Co. Ltd., Edmonton, Poole Construction Co. Ltd., Edmonton, Alexander Construction Ltd., Edmonton, Forest Construction, Ltd., Edmonton, Bird Construction Co. Ltd., Calgary, Ahlstrom Construction, Red Deer, Alberta, Hornstrom Brothers, Red Deer, Alberta, Templeton Construction, Red Deer, Alberta, Western Builders Ltd., Red Deer, Alberta, Sandquist Construction Co. Red Deer, Alberta, Quam Construction Co. Red Deer, Alberta, Square M-Coleman, Edmonton, Brown & Root Ltd., Edmonton, Poole-Pritchard Ltd. Edmonton, Fluor Corp. of Canada, Calgary, Britton Construction, Red Deer, Alberta.	R. H. R. Clement	Conciliation Board.
62.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514, Edmonton, and Edmonton Transit Mix & Supply Co. Ltd., Edmonton, Alberta.	J. B. Adams	Conciliatio Board.

63.	Hospital & Service Employees' Association, Calgary, and Sisters of Charity of the North West Territories, Holy Cross Hospital, Calgary, Alberta.	E. F. Rodwell	Settled.
64.	The Calgary Police Association and City of Calgary, Calgary, Alberta.	R. H. R. Clement	Conciliation Board.
65.	International Brotherhood of Teamsters, Chauffeurs and Warehousemen & Helpers of America, Local 514, Edmonton, and Alberta Bedding Ltd., Edmonton, Alberta.	C. B. Dagg	
66.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, and Brodger Canning Company, Ltd., Lethbridge, Alberta.	R. H. R. Clement	Settled.
67.	Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, Edmonton, and Beckman Painting Ltd., Decoraft Painters & Decorators, J. Masons & Sons Ltd., Cameron Co. Ltd., The Wilson Decorators Ltd., Keeler Painting and Decorating Co.	C. B. Dagg	Conciliation Board.
68.	Alberta Teachers Association and Edmonton School District No. 7, Edmonton.	Wm. Maday	Pending.
69.	United Brotherhood of Carpenters & Joiners of America, Local 2568, Edmonton, and Canada Creosoting Company Limited, Edmonton, Alberta.	C. B. Dagg	Pending.
70.	Bakery & Confectionery Workers of America, International Union, Local 252, Calgary, and Indeptendent Groceries Association, Calgary, Alberta.	R. H. R. Clement	Settled.
71.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, and Canada Creosoting Co. Ltd. Calgary, Alberta.	E. F. Rodwell	Pending.

72.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, and Swift Canadian Co. Ltd., (Dairy & Poultry Department) Calgary, Alberta.	R. H. R. Clement	Settled.
73.	Alberta Teachers' Association & Bowness School District, No. 4590.	E. F. Rodwell	Pending.
74.	United Brotherhood of Carpenters & Joiners of America, Local 1325, and Industrial Leaseholds Construction Ltd., Edmonton, Alberta.	J.B. Adams	Conciliation Board.
75.	Amalgamated Meat Cutters & Butcher Workmen of North America, Local 373, Calgary, and Alberta Poultry Marketers Ltd., Calgary, Alberta.	R. H. R. Clement	Settled.
76.	United Mine Workers of America, District No. 18, and Coal Operators' Association of Western Canada.	R. H. R. Clement	Pending.
77.	United Brotherhood of Carpenters & Joiners of America, Local Union 846, and Watson Industries(Alberta) Claresholm, Alberta.	R.H.R. Clement	Settled.
78.	United Mine Workers' of America, District No. 16, and the Drumheller Coal Operators' Assoc., Drumheller, Alberta.	R. H. R. Clement	Pending.
79.	International Union of Operating Engineers, Local 955, Edmonton, and certain members of the Alberta Roadbuilders' Association as listed on Appendix "A". Arthur A. Voice Construction Co., Ltd., Edmonton, Burns & Dutton Concrete & Construction Company Limited, Calgary, Alberta. Calwin Equipment Rentals Ltd., Calgary, Alberta. Crown Paving Company Ltd., Edmonton, Alberta., Evans Construction Co. Ltd., Saskatoon, Saskatchewan, F. W. Lamb & Sons Ltd., Calgary, Alberta., Galleli & Sons Company Ltd., Calgary, Alberta.	J. B. Adams	Pending.

79. Continued.

	J. A. Moulson Construction Ltd., Forest Lawn, Alberta, Mannix Co. Ltd., Calgary, Alberta, Marwell Construction(Alberta) Limited, Vancouver, B. C., O. K. Construction Ltd., Edmonton, Alberta, Poole Engineering (1958) Ltd., Edmonton, Alberta, Progressive Construction Co., Ltd., South Edmonton, Alberta, Shaw Construction Co. Ltd., Midnapore, Alberta, Square M - Coleman, Edmonton, Alberta, Standard Gravel & Surfacing of Canada Limited, Calgary, Alberta, W. C. Wells Construction Co. Ltd., Edmonton, Alberta, Whelihan Construction Ltd., Lethbridge, Alberta.		
80.	Beverage Dispensers, Hotel Service, Culinary & Restaurant Employees' Union, Local 579, Edmonton, and Edmonton Club, Edmonton, Alberta.	J. B. Adams	Pending.
81.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, and Alpha Jersey Dairy, Calgary.	E. F. Rodwell	Pending.
82.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, and Union Milk Co. Ltd., Calgary, Alta.	E. F. Rodwell	Pending.
83.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, and Palm Dairies, Calgary, Alta.	E. F. Rodwell	Pending.
84.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, and Model Dairies Ltd., Calgary, Alta.	E. F. Rodwell	Pending.
85.	International Union United Automobile, Aircraft, Agricultural Implement Workers of America, Local 1227, and Universal Sales & Services Ltd. Calgary, Alta.	E. F. Rodwell	Pending.

SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

JANUARY 1st, 1960 to JUNE 30th, 1960.

"K"

SYNOPSIS OF SUCCESSFUL CONCILIATIONS

JANUARY 1st, 1960 to JUNE 30th, 1960.

1. Hotel and Restaurant Employees and Bartenders Local Union 73, Lethbridge, and Arlington Hotel,
Dallas Hotel Co, Ltd.,
Alexandra Hotel,
York Hotel,
Marquis Hotel Ltd.,
Lethbridge Hotel,
Garden Hotel, all of Lethbridge, Alberta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. 4 weeks vacation with pay after 20 years service effective January 1st, 1961.

2. Effective September 1st, 1960 the hours of work to be a 5-day, 40-hour week.

3. Overtime to be paid at time and one-half after 44 hours per week.

The term of the agreement to be for 2 years from January 1st, 1960 to December 31st, 1961.

2. International Brotherhood of Bookbinders Local Union 211 and certain members of the Calgary Graphic Arts Association, Calgary.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed the agreement to remain status quo for one year.

3. International Brotherhood of Electrical Workers, Local 630, Lethbridge, and Attwood and Pratt Ltd., Roy Electric Company,
King & May Electric,
Pittman Electric Ltd.,
Wyatt Electric,
Parsons Electric Ltd.,
Pink & Chiste Electric,
City Electric,
Snider Electric,
Central Electrical Contractors,
all of Lethbridge, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Wages:

Present	Jan. 1/60	July 1/60	Jan. 1/61	July 1/61
$2.45	$2.50	$2.55	$2.60	$2.65

The term of the contract to be for 27 months from January 1st, 1960 to March 31st, 1962.

4. National Union of Public Employees, Local No. 70, Lethbridge, and the Town of Cardston, Cardston, Alberta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. An increase of 5¢ per hour across the board except for laborers class 1 and 2.

   A 5¢ per hour adjustment for 2 classifications.

The Agreement to be for a term of one year.

5. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton and the Town of Beverly, Beverly, Alberta.

Conciliation Commissioner - C. B. Dagg.

The parties agreed to the following settlement:-

1. Wage increases ranging from .28¢ per hour to 65¢ per hour for a first agreement.
2. A 44-hour week.
3. Nine (9) Statutory Holidays.
4. Three (3) weeks vacation after Five years.

The agreement to be for one year.

6. International Union, Unted Automobile, Aircraft, Agricultural Implement Workers' of America (U.A.W.), Local 1227, and International Harvester Company of Canada, Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. Vacation Schedule:

   After 1 year 1 week with pay.
   After 2 years 2 weeks with pay.
   After 10 years 2 weeks and 2 days with pay.
   After 15 years 3 weeks with pay.
   After 25 years 4 weeks with pay.

2. Wages:

Present	Jan. 4/60	Jan 4/61	Jan. 4/62
$1.21	$1.35	$1.41	$1.47
1.28	1.47	1.53	1.59
1.32	1.62	1.68	1.74

The term of the Agreement to be for 3 year

7. Calgary Furniture Workers Federal Union Local 636, and John Tynan and Co. Ltd., Calgary.

Conciliation Commissioner - R.H.R. Clement

The parties agreed to the following settlement:

1. Hourly rates: Mimimum for males to be $1.00 per hour for 12 months; $1.25 per hour thereafter: Mimimum for females to be 90¢ per hour for 12 months; $1.10 per hour thereafter.
2. One additional Statutory Holiday.
3. Effective January 1st, 1961 cost of living bonous to be instituted based on C.P.I. as of January 1st, 1961; 1¢ per hour increase for .8 rise in index. Adjustments every 3 months.
4. Union Security: A maintenance of membership clause.
5. A 5% increase in all woodworking. Adjustments on all upholstering piece work rates.

The term of the contract to be for 2 years.

8. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312, and Ch Pre-Pak Foods, Edmonton, Alberta.

Conciliation Commissioner - C.B.Dagg

The parties agreed to the following settlement:

1. Hours of work to be reduced from 42 to 40 effective September 8th, 1960.
2. Wages: A .05¢ per hour increase across the board.

The term of the agreement to be for 1 year.

9. Lethbridge and Civic Employees Local Union No. 70, Lethbridge and Town of Fort MacLeod, Fort MacLeod, Alberta.

Conciliation Commissioner - R.H.R. Clement

1. Union Security: Maintenance of membership.
2. Wage increases of 10¢ per hour to 15¢ per hour.
3. Provision for negotiation of an insurance covering weekly indeminity up to a range of $35.00 per week, with total payments of approximately $2.30, to be paid on a 50/50 basis.

The term of the agreement to be for 1 year.

10. International Association of Machinists Lodge 1722, Edmonton, and Royal Typewriter Limited, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Wage increases ranging from $3.00 per week to $12.00 per week.

The term of the agreement to be for 1 year.

11. Lethbridge and District Civic Employees, Local 70, N. U. P. E., Lethbridge and the City of Lethbridge, Lethbridge, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Retroactive to January 1st, 1960, an increase of 7¢ per hour across the board.

   Effective January 1st, 1961, a further of 7¢ per hour across the board.

2. Adjustments in wording of several clauses.

The term of the agreement to be for 2 years.

12. Brotherhood of Painters, Decorators, and Paperhangers of America, Local 1725, and Alberta Paint and Glass Co. Ltd., Bogardus Wilson(Alberta) Limited, Canadian Pittsburgh Industries Ltd., Pilkington Glass Ltd., Spalding Glazing & Crystal Installations Ltd., all of Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Effective Feb. 10th, 1960, a 7 cent per hour increase. Effective Oct. 10th, 1960, a further 7 cent per hour increase effective June 10th, 1961, a further increase of 7 cents per hour.

2. One additional Statutory Holiday making 8.

3. Double time for Sunday work.

The term of the agreement to be for 2 years.

13. Bricklayers, Marble Masons, Plasterers, Tile Setters and Terrazzo Workers, Local Union No. 2, and Flisher Marble & Tile Ltd.,
Alberta Marble & Tile Co. Ltd.,
Adanac Tile & Marble Co.,
Hingley Terrazzo & Tile Co.,
all of Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Wages:

Present	April 1/60	Oct. 1/60	April 1/61	April 1/62
$2.50	$2.60	$2.65	$2.75	$2.90

The term of the contract to be for 3 years.

14. Medicine Hat Civic Federal Union Local No. 46 and City of Medicine Hat, Medicine Hat, Alberta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. An increase of 6 cents per hour across the board effective Jan. 1st, 1960, and a further 6 cents per hour increase effective Jan. 1st, 1961. These increases are not applicable to Casual Labour.

2. Casual Labourers to be paid $1.40 starting rate. After 12 months accumulative service permanent labour rates to be applicable.

3. Garage mechanics shall receive the existing rates. When qualified with papers new rates to be paid.

The agreement to be for a term of two years.

15. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, and Security Storage (Big 4) Ltd., Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams.

The parties agreed to the following settlement:-

1. An increase of 7 cents per hour effective Jan. 1st, 1960, and a further 8 cents per hour increase effective January 1st, 1961.

The term of the agreement to be for 2 years.

16. Operative Plasterers and Cement Masons International Association, Local 324 and : certain members of the Associated Contracting Plasterers of Canada (Calgary Branch) all of Calgary.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. Effective October 1, 1960 an increase of 5 cents per hour;
   Effective April 1, 1961 an increase of 5 cents per hour;
   Effective January 1, 1962 an increase of 10 cents per hour.
   The 5 cent per hour increases effective October 1, 1960 and April 1, 1961 to be deposited to Health and Welfare Fund which goes into operation April 1, 1961.
   The rate effective January 1, 1962 will be $2.70 per hour.

The term of the agreement to be for 32 months, April 1, 1960 to November 30, 1962.

17. Operative Plasterers and Cement Masons' International Association, Local 372 Edmonton and certain Plastering Contractors as per Appendix "A".

Conciliation Commissioner - C. B. Dagg.

The parties agreed to the following settlement:-

1. Effective April 15, 1960 an increase of 10 cents per hour for Journeymen.

2. All Foremen, Journeymen and Apprentices to receive 15 cents per hour over their regular rate of pay while operating any plastering machine.

The term of the agreement to be for one year.

18. Alberta Teachers' Association and Bow River Separate School District No. 55, Forestlawn, Alberta.

Conciliation Commission - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Salary Schedule retroactive to Sept 1, 1959.

Minimum	2900	3300	3800	4500	4800	5000
Increments	2x300	3x300	4x300	8x300	9x300	1x400
	4x250	4x250	4x250	1x100		9x300
	1x200	1x100	1x200			
Maximum	4700	5300	6200	7000	7500	8100

2. Placement for experience -
   Full placement and pro rata.

3. Religious Teachers. -
   A flat rate of $3500.00

18. Cont'd.

4. Administration -

Lay Principals - 2 rooms	-	$200.00
3- 5 rooms	-	400.00
6- 8 rooms	-	800.00
9 and over		1200.00

Lay Vice-Principals - one-half of above.

Religious Principals - Flat $500.00.

Religious Vice-Principals - Flat $250.00.

5. Sabbatical Leave -
One year after 12 years service at the rate of $1200.00.

6. Accumulative Sick Leave -
Accumulation of unused portion to maximum of 100 days.

The term of the agreement to be for one year.

19. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312 and Alberta Poultry Marketers Co-Operative Ltd., Edmonton, Alberta.

Conciliation Commissioner - C. B. Dagg.

The parties agreed to the following settlement:-

1. Sick Leave with pay shall be accumulative up to 18 days and to be earned at the rate of 1 day of each month of service.

2. Employees with 10 years or more service shall be entitled to the following additional benefits.
If he or she has been sick for a period exceeding 18 days; a further 2 weeks at half pay and up to 2 months at the rate of $50.00 per month.

3. All other clauses to remain as they are in the existing agreement.

The term of the contract to be for one year.

20. Beverage Dispensers' International Union Local 265, Calgary and Bowness Hotel Ltd., Bowness, Alberta,
Alexandre Hotel(Calgary) Ltd.,
Beacon Hotel Ltd.,
Calgarian Hotel, Carlton Hotel,
Cecil Hotel, Empire Hotel,
Grand Hotel, Empress Hotel,
Dominion Hotel, Imperial Hotel,
National Hotel, Nobel Hotel(Calgary) Ltd.,
Queen's Hotel, Hotel Royal, Hotel St. Regis
(Calgary) Ltd., Shamrock Hotel, Stampeder Hotel
Co. Ltd., Victoria Hotel, Wales Hotel, Yale Hotel,
Hotel York Ltd., all of Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

20. Cont'd. -

The parties agreed to the following settlement:-

1. Sick Leave -

   All employees after 12 months service shall be entitled to sick leave not to exceed an aggregate total of six days during each contract year to commence on second day of absence upon certificate being produced.

2. Men who work on two jobs shall be paid at the higher classification wage rate for each day they shall work on two jobs.

3. Tapmen and waiters when employed in a supervisory capacity will receive not less than Tapmen's wages.

4. Effective March 21, 1960 an increase of $1.00 per week for Tapmen, waiters and glass washers - Sparemen to remain at $1.40 per hour.
   Effective February 1, 1961, an increase of $2.00 per week for T apmen, $1.00 per week for waiters and glass washers, 5 cents per hour for sparemen.

5. Four weeks vacation after 20 years service.

The term of the agreement to be for 2 years.

21. Wood Wire and Metal Lathers' International Union Local 205, Edmonton and T. Langner, E. Roberge, Thomas H. Flynn and Sons Limited, Wm. Hoskins, all of Edmonton, and Ken Bailey of Jasper Place.

Conciliation Commissioner - C. B. Dagg.

The parties agreed to the following settlement:-

1. Effective April 1, 1960, an increase of 10 cents per hour, and effective April 1, 1961, a further increase of 10 cents per hour. Present base rate is $2.50 per hour.

The term of the agreement to be for 2 years.

22. International Association of Machinists Lodge No. 1722, Edmonton, and Waterous Equipment Ltd., Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams.

The parties agreed to the following settlement.

1. Effective April 25, 1960, a 3 cent per hour increase,
   Effective October 25, 1960, a 2 cent per hour increase,
   Effective April 25, 1961, a 3 cent per hour increase,
   Effective October 25, 1961, a 2 cent per hour increase.

The term of the agreement to be for 2 years.

23. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Asbestonos Corporation Ltd., Calgary.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. 3 weeks vacation after 10 years service. 2 weeks to be taken during vacation period and 1 week to be scheduled by Management.

2. 9 paid Statutory Holidays. Double time for work performed on a holiday.

3. Hours of work to be 44 hours per week.

4. Rate of pay to range from 80 cents per hour to $1.75 per hour.

This first agreement to be for one year.

24. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312, Edmonton and Northern Alberta Dairy Pool Limited, Camrose, Alberta.

Conciliation Commissioner - C. B. Dagg.

The parties agreed to the following settlement:-

1. Wage increases ranging from $10.00 to $20.00 per month.

2. Maintenance of membership.

3. Temporary Employees to receive classification as of October 1, 1960.

This first agreement to be for one year.

25. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312, Edmonton and Northern Alberta Dairy Pool, Wetaskiwin, Alberta.

Conciliation Commissioner - C. B. Dagg.

The parties agreed to the following settlement:-

1. Wage increases ranging from $10.00 to $30.00 per month.

2. Maintenance of membership.

3. Temporary employees to receive classificationa as of October 1, 1960.

The term of this first agreement to be for one year.

25. National Union of Public Employees', Local 787, Grande Prairie and The City of Grande Prairie, Grande Prairie, Alberta.

Conciliation Commissioner - J. B. Adams.

The parties agreed to the following settlement:-

1. An increase of 15 cents across the board.

2. The minimum starting rate for all new employees to be $1.25 per hour.

3. The increases to be retroactive to April 1, 1960.

The term of this first agreement to be for one year.

26. International Woodworkers of America, Local 1-206, Blairmore and Atlas Lumber Co. Ltd., Coleman.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Effective April 1, 1960 rates established ranging from $1.32 per hour to $1.75 per hour with a 5 cent per hour increase effective September 1, 1960.

2. Dues check-off and Maintenance of membership.

3. Union representative to obtain permission before entering Companys' operations.

4. Company to pay one-half hour travelling time at regular rates.

5. The work week to be an alternate 40 - 48 hours.

The first agreement to be for 18 months, March 1, 1960 to August 31, 1961.

27. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Broder Canning Co. Ltd., Lethbridge, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Regular male classifications to receive a 8 cents per hour increase across the board, increasing the range of pay to $1.34 per hour to $1.64 per hour.

2. Inexperienced males to receive 2 cents per hour across the board except starting rate to remain at 94 cents per hour. Range of rates now to be $1.00 to $1.40 per hour.

27. Cont'd. -

3. Employees instructed to report for work shall be paid a minimum of 4 hours pay at Employees regular rate if employees commences work or 2 hours pay if employee is unable to commence work. In cases of plant break down employees will be paid for waiting time if told to stay.

The term of the agreement to be for one year.

28. Hospital and Service Employees' Association, Calgary, Alberta and Sisters of Charity of the Northwest Territories Holy Cross Hospital, Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

Wages:

The amount of wage increase for 1960-61 period was agreed on prior to conciliation, but difficulty was experienced in establishing a pattern for the increases.

An adjustment was made on specified groups of employees who were employed by the Hospital prior to 1958 on the basis that an additional increment of $5.00 or $10.00 as the case might be, payable on July 1st, 1960, so that the maximum rate for these employees would become applicable earlier than would have been possible without the adjustment.

The above adjustment was made without prejudice and without precedence to any future negotiations.

For the second year of the agreement, increases were granted in such a way as to give primary consideration to the long time employees, such as ward aides who would receive $10.00 on maximum but less than this on minimum with Pro Rata increases between minimum and maximum. Some classifications were considered low, and hence larger increases were offered by Hospital, for example; Carpenters - $50.00 minimum; Painters - $40.00 minimum for the first year; and $21.33 - $18.00 respectively for the second year.

Ward Aides and all other categories were receiving $5.00 increase for every six month period, this has been increased to an average of $6.50 for each six month period in the second year.

The term of the agreement to be for 2 years.

29. International Alliance of Theatrical Stage Employees' and Motion Picture Projectionists of the U. S. and Canada, Local 371, Edmonton, and Famous Players Canadian Corporation Ltd.,(Dreamland, Paramount, Capitol, Strand, Empress and Garnueau Theatres, Edmonton.

Conciliation Commissioner - J. B. Adams.

The parties agreed to the following settlement:-

1. Increases granted ranging from $2.70 to $5.00 per week over a two-year period.

   Garneau - 1960 increase - $2.50 per week, 1961 increase $1.00 per week.

   Dreamland - 1960 increase - $2.50 per week, 1961 increase $1.50 per week.

   Strand and Empress - 1960 increase - $2.70 per week. No increase in 1961.

   Capitol and Paramount - 1960 increase - $3.00 per week. 1961 increase $2.00 per week.

2. A $15.00 per week premium for 70 mm on continuous basis. At the end of 6 months from signing agreement the premium to be dropped, or the Union; if it feels the premium is still necessary to take the matter to arbitration.

3. The theatre to contribute 70 cents per week per man for sickness and accident insurance.

4. The working day of 11 hours to be performed between noon and midnight in all houses except - Garneau and Dreamland. Garneau and Dreamland to operate as at present.

The term of the agreement to be for 2 years.

30. Bakery & Confectionery Workers International Union of America, Local 252, Calgary, and Independent Groceries Association, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

It is agreed by the parties that the Agreement currently in effect between Dominion Stores Ltd., Calgary, and Local No. 252, Calgary, shall be observed by the parties until the date of expiry, namely; August 24, 1960, and at that time a new Agreement will be negotiated.

31. United Steelworkers of America, Local 5529, and Premier Steel Products Limited, Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams.

The parties agreed to the following settlement:-

1. Effective July 1, 1960, an increase of 10 cents per hour for a craftsman and 7 cents per hour for all others. Effective January 1, 1961, a further 10 cents per hour to all craftsmen and a further 7 cents to all others.

2. All employees who were employed as of January 1, 1960, and who were still employed on May 5, 1960, to receive a bonus of $50.00 on the pay day before Christmas 1960, regardless of the fact that the employment of the employee has terminated between May 5, 1960, and the pay day prior to Christmas, 1960. Employees who were hired after January 1, 1960, do not receive the bonus.

3. C. W. S. to be implemented on January 1, 1962, with a basic rate of $1.64 per hour and a 5 cent increment. The increment to be increased to $5\frac{1}{2}$ cents effective July 1, 1962.

The term of the Agreement to be for 3 years.

32. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, and Watson Industries (Alberta) Limited, Claresholm, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Union shop provisions after 90 days.

2. Nine (9) Statutory Holidays with pay; subject to some limitations.

3. Nine (9) hour, Five (5) day week but 45 hours not guaranteed.

4. WAGES:

Class "C" Employees - $1.15 per hour minimum.
Class "B" Employees - $1.25 per hour minimum.
Class "A" Employees - $1.35 per hour minimum.

The term of this first agreement to be for one year.

33. Oil, Chemcial & Atomic Workers, International Union, Local 16-666 and Liquid Carbonic Canadian Corporation Limited, Edmonton, Alta.

Conciliation Commissioner - J. B. Adams.

The parties agreed to the following settlement:-

1. Effective April 1, 1960 a 2¢ per hour increase for operators and effective April 1st, 1961 a further increase of 7¢ per hour.

2. Effective April 1st, 1960 a 5¢ per hour increase for all other categories and effective April 1st, 1961 a further increase of 7¢ per hour.

3. Transport Driver to receive in addition to above a 2¢ per hour adjustment plus the shift differentials when required to drive at times other than normal hours of work.

4. A 40-hour work week, effective June 2nd, 1960.

5. Increases of 2 and 4 cents per hour on shift differentials.

6. Wages and shift differentials only, to become effective April 1st, 1960.

The term of the agreement to be for 2 years.

34. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, and Alberta Poultry Marketers, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Effective July 1st, 1960, an increase of 5¢ per hour across the board except for starting rate which remains at $1.25 per hour.

Male Employees -	Present Minimum $1.38 after 3 months.	July 1, 1960. $1.43
	Present Maximum	July 1, 1960
	$1.65	$1.70
Female Employees -	Present Minimum	July 1, 1960
	$ .92¢ after 3 mons.	.97
	Present Maximum	July 1, 1960.
	1.20	1.25

The term of the agreement to be for one year.

35. International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, and Swift Canadian Co. Ltd., (Dairy and Poultry Department) Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1.

Male Inexperienced Help

	From	To
Starting Rate	$1.18 per hour.	$1.27 per hour.
After 15 days After 30 days	1.23 per hour.) 1.28 per hour.)	1.37 per hour after 2 mons.
After 3 mons.	1.33 per hour.	$1.47 per hour after 4 mons.

Male Skilled Help

From $1.58 per hour to $1.73 per hour - From $1.68 per hour to $1.77 per hour.

Male Semi-Skilled Help

From $1.43 per hour to $1.58 per hour - From $1.53 per hour to $1.62 per hour.

Female Inexperience Help

Starting Rate	- .86 cents per hour	.88 cents per hour.
After 3 months	- .89 cents per hour	.93 cents per hour after 2 mon
		.99 cents per hour after 4 mon

Female Skilled Help

From 1. 03 per hour to $1.28 per hour

Female Semi-Skilled Help

From .97 cents per hour to $1.03 per hour To $1.03 per hour to $1.07 per hour.

2. Two Ten (10) minute rest periods per day.

The term of the contract to be for 1 year.

THE ALBERTA LABOUR ACT

V O T E S

ON SELECTION OF A

BARGAINING AGENT

JANUARY 1st, 1960 to JUNE 30th, 1960

"L"

V O T E S

ON SELECTION OF

BARGAINING AGENT

JANUARY 1st, 1960 to JUNE 30th, 1960

	UNION	COMPANY	RESULT
1.	Sheet Metal Workers' International Association, Local Union No. 271, Edmonton.	Robertson-Irwin Limited, Edmonton, Alberta.	Voted For
2.	Hospital & Service Employees' Association, Calgary, Alberta.	Sisters of Charity of the North West Territories, Holy Cross Hospital, Calgary, Alberta.	Voted For
3.	United Steelworkers of America, Local 5885, Edmonton, Alberta.	Hectors' Ltd., Edmonton, Alberta.	Voted For
4.	United Transport Workers & Warehousemen, Edmonton, Alta.	Monarch Transport Ltd., Edmonton, Alta.	Voted Against
5.	Construction & General Laborers' Union, Local 1111, Calgary, Alberta.	Burtex Industries Limited, Calgary, Alta.	Voted Against
6.	United Transport Workers & Warehousemen, Edmonton, Alta.	Northwest Drug Co. Ltd., Edmonton, Alberta.	Voted Against
7.	Beverage Dispensers, Hotel Service, Culinary & Restaurant Employees, Local 579, Edmonton, Alberta.	Edmonton Club, Edmonton, Alberta.	Voted Against
8.	Oil, Chemical & Atomic Workers International Union, Local 16-685, Twin Butte.	British American Oil Company Limited, Pincher Creek, Alta.	Voted For.
9.	Lethbridge Hospital Employees' Union, No. 408, N. U. P.E., Lethbridge, Alberta.	St. Michaels' General Hospital, Lethbridge, Alberta.	Voted Against.
10.	United Transport Workers & Warehousemen, Edmonton, Alberta.	Monarch Transport Ltd., Edmonton, Alberta.	Voted For
11.	International Union of Electrical, Radio & Machine Workers, Local Union No. 586, Lethbridge, Alta.	Automatic Electric (Canada) Limited, Lethbridge, Alberta.	Voted For

THE ALBERTA LABOUR ACT

V O T E S

ON SUSPENSION OF

BARGAINING AGENT

JANUARY 1st, 1960 to JUNE 30th, 1960.

"M"

THE ALBERTA LABOUR ACT

V O T E S

ON SUSPENSION OF

BARGAINING AGENT

JANUARY 1st, 1960 to JUNE 30th, 1960.

	UNION	COMPANY	RESULTS
1.	International Chemical Workers Union, Local 405, Calgary, Alberta.	Canada Creosoting Company Limited, Calgary, Alberta.	Voted For
2.	United Steelworkers of America, Local 5044, Calgary, Alberta.	Precision Machine & Equipment Limited, Calgary, Alberta.	Voted For
3.	International Union of Operating Engineers, Local No. 885, Lethbridge, Alberta.	British American Oil Co. Ltd., Pincher Creek, Alberta.	Voted For
4.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, Alberta.	Security Storage,(Calgary) Ltd., Calgary, Alberta.	Voted For

THE ALBERTA LABOUR ACT

V O T E S

ON

CONCILIATION BOARD AWARDS

JANUARY 1st, 1960 to JUNE 30th, 1960.

" N "

THE ALBERTA LABOUR ACT

V O T E S

ON

CONCILIATION BOARD AWARDS

JANUARY 1st, 1960 to JUNE 30th, 1960.

	UNION	COMPANY	RESULT
1.	Edmonton R. C. Separate School Employees Association, Edmonton, Alberta.	Edmonton R. C. Separate School District No. 7, Edmonton, Alberta.	Employees Accepted Employer Rejected
2.	Beverage Dispensers International Union, Local 265, Calgary, Alberta.	Chinook Hotel Co. Limited, Cochrane, Alta.	Employees Accepted Employer Rejected.
3.	International Woodworkers of America, Local 1-207, Edmonton, Alberta.	North Western Pulp & Power Ltd., Hinton, Alberta.	Employees Accepted Employer Rejected
4.	Medicine Hat Civic Federal Union, Local No. 46, Medicine Hat, Alberta.	Medicine Hat Transportation Company Ltd., Medicine Hat, Alberta.	Employees Accepted Employer Rejected

THE ALBERTA LABOUR ACT

V O T E S

ON

STRIKE ACTION

JANUARY 1st, 1960 to JUNE 30th, 1960.

" 0 "

V O T E S

STRIKE ACTION

JANUARY 1st, 1960 to JUNE 30th, 1960

	UNION	COMPANY	RESULT
1.	Alberta Teachers' Association	Leduc School Division No. 49.	Employees Voted For

THE ALBERTA LABOUR ACT

V O T E S

SECTION 104

JANUARY 1st, 1960 to JUNE 30th, 1960.

" P "

V O T E S

SECTION 104

JANUARY 1st, 1960 to JUNE 30th, 1960

	UNION	COMPANY	RESULT
1.	Bakery & Confectionery Workers International Union of America, Local 276, Edmonton, Alberta.	Fairfax Bread Co. Edmonton, Alberta.	Employees Voted For Bakery & Confectionery Pension Plan
2.	Bakery & Confectionery Workers International Union of America, Local 276, Edmonton, Alberta.	Weston Bakeries Ltd., Edmonton, Alberta.	Employees Voted For Bakery & Confectionery Pension Plan

THE ALBERTA LABOUR ACT

CERTIFICATES AMENDED UNDER REGULATION NO. 1

JANUARY 1st, 1960 to JUNE 30th, 1960

I S S U E D

1. Steel-Weld Machine Co. Ltd. Edmonton, Alberta.

FROM: United Steelworkers of America, Local 3345, Edmonton, Alberta.

TO: United Steelworkers of America, Local 5885, Edmonton, Alberta.

UNIT: "All employees of the company employed at its Edmonton plants except office staff, clerical and technical employees, supervision and those with those with authority to hire and fire."

THE ALBERTA LABOUR ACT

TRANSFERS OF JURISDICTION

JANUARY 1st, 1960 to JUNE 30th, 1960.

I S S U E D

"Q"

CONCILIATION BOARD AWARDS

FROM

JANUARY 1st, 1960 to JUNE 30th, 1960.

"R"

TO:

The Honourable R. Reierson,
Minister of Labour,
Administration Building,
Edmonton, Alberta.

Dear Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Beverage Dispensers' International Union Local 265, Calgary, and Chinook Hotel Co. Limited, Cochrane, Alberta.

Pursuant to the provisions of The Alberta Labour Act, the Conciliation Board established to deal with the dispute between the above-named parties, and appointed by Order-in-Council No. 1784/59 convened to hear representations from the parties to the dispute.

The Members of the Conciliation Board were:-

MR. IRWIN A. BLACKSTONE	Chairman
MR. W. J. CONROD	Representing the Employer
MR. FRANK C. BODIE	Representing the Union

Appearing before the Board were:

For the Employer	For the Union
Messrs. F. Thomson and A. E. Davidson	Mr. Grant McHardy

After considering the evidence and the briefs submitted, the Conciliation Board makes the following unanimous recommendations:-

1. W A G E S

(a) Wage increases to be given to Tapmen, Waiters, and Glass Washers as follows:-

From January 1st, 1960 to July 31st, 1960 - $1.00 per week.

From August 1st, 1960 to July 31st, 1961 - a further $1.00 per week.

(b) Wage increases to be given to Sparemen as follows:-

From January 1st, 1960 to July 31st, 1960 - 3¢ per hour

From August 1st, 1960 to July 31st, 1961 - a further 2¢ per hour.

2. DURATION

This Agreement is to run for two years from August 1st, 1959.

All of which is respectfully submitted.

DATED at Calgary, Alberta, this 15th day of January, A. D. 1960.

(Signed)
Irwin A. Blackstone - Chairman

(Signed)
W. J. Conrod Member

(Signed)
Frank C. Bodie Member

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Woodworkers of America, Local 1-207, and North Western Pulp and Power Ltd., Hinton, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1856/59 dated Wednesday, December 9th, 1959, held meetings with representatives of the parties to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. A. DUBENSKY, M. A., L.L.B., - Chairman.
MR. F. S. DUNPHY, Member representing the Union.
MR. K. M. MILLAR, Member representing the Employer.

Appearing before the Board were:-

For the Employer	For the Union
Mr. W. H. Sawyer, Manager of Industrial Relations.	Mr. Wm. N. Gray, Fin. Sec.
Mr. D. Smith, Ass't Manager.	Mr. Keith Johnson.
Mr. A. Provencher, Woodlands Manager.	Mr. J. Miyazawa.

The issues in dispute which were referred to the Conciliation Board were the following Articles of the Agreement:

Article 2, 3, 5, 8, 9, 10, 11, 12, 13, 14, 15 & 17.

It must be stated at the outset that the Award of the Conciliation Board is not unanimous in all respects. Throughout this report it will be stated where unanimity was found and where the differences arose between the Members of the Board.

This Award shall be divided into three parts. Part I will deal with those points on which there was complete unanimity. Part II will deal with those points on which the majority of the Board agreed and Part III will be the Minority Report which will be prepared by Mr. K. M. Millar. Part III of course, will not be attached to Parts I and II. In the Minority Report Mr. Millar will make references to the points on which he disagreed and it will not be necessary to discuss his views in this Award.

Pursuant to the terms of reference submitted to the Chairman of the Conciliation Board on the 15th day of December, 1959, virtually all Articles of the existing agreement between the parties were included in the terms of reference.

At the suggestion of the Chairman and with the parties agreement the first meeting adjourned to enable the parties to meet and endeavour to arrive at some agreement thereby reducing the number of points placed before the Board for consideration. This meeting was held on January 12th, 1960, and no settlement could be effected. The parties then agreed to reconvene on January 26th, 1960, to again present their arguments to the Board.

When the meeting reconvened on January 26th, it was stated by the Company representatives that they were prepared to accept an agreement in the terms or containing the terms as set out in Exhibit I which in fact was an unsigned agreement previously negotiated. The Acceptance of this agreement on the part of the Company did eliminate many of the Articles which were included in the terms of reference and simplified the problem considerably.

This Exhibit I shall be attached to and become part of this Award with the exception of those paragraphs on which there was disagreement.

The Union representatives were not prepared to accept Exhibit I in its entirety and several points contained within the agreement were placed before the Board for decision.

The Union representatives had agreed to all of the terms of the Agreement with the exception of the following:-

1. Duration of Agreement.
2. Statutory Holidays.
3. Use of Tractors for Horses.
4. Whether Employees of Fleet Owners should come within the scope of the Agreement.

5. Wages.

Before dealing with the Board's finding on the above points, it may be best to include at this time those Articles in Exhibit I agreed upon by the parties.

It was understood and agreed by the representatives of both management and the union that whereas there was an area of agreement between these parties insofar as Exhibit I was concerned, that these points would become part of the Award. This agreement was unanimously agreed upon by the Members of the Conciliation Board.

We will now refer to Exhibit I which was a tentative agreement prepared sometime in September, 1959; following Article II of Exhibit I, it was agreed that Articles 2:02 and 2:03 of the expired agreement be inserted following Article 2:01. The Conciliation Board unanimously concurs with the replacement of these two Articles.

The representatives have agreed that there should be added to Article 5:03 in Exhibit I, the wording of Article 6:03 of the expired agreement and that Article 6:03 as it presently appears in Exhibit I should also remain as an independent Article. The Conciliation Board unanimously concurs with this agreement.

It was also agreed upon between the parties that there should be deleted from Article 6:01 in Exhibit I, the words "Industries and" which is found in the second last line of Article 6:01, thereby changing the wording to read, "the Provincial Minister of Labour." The Conciliation Board unanimously concurs with this agreement.

It was agreed by the parties that there should be added to Article 10:08 of Exhibit I after the words "lay-offs" the following:- "or other reasons acceptable to the Company." The Conciliation Board unanimously concurs with this agreement.

It is the unanimous decision of the Conciliation Board that Articles 13:01 and 13:02 shall remain as they now appear in Exhibit I. That is to say that it is the decision and the Award of this Conciliation Board that one extra day is added to each of the Articles 13:01 and 13:02 as they appeared originally in the expired agreement.

It was agreed upon between the parties that Article 13:03 of Exhibit I shall remain as it appears and that Article 13:04 as it appears in Exhibit I will be deleted and in its place will be inserted Article 13:04 as it appears in the expired agreement between the parties. The Conciliation Board unanimously concurs.

Article 13:05 as it appears in Exhibit I is deleted in its entirety and the parties have agreed that in its place and stead the following wording shall be used:-

> "An employee to qualify for holiday pay must have been on the payroll thirty (30) calendar days immediately preceding the holiday and must have worked his last regularly scheduled work day before and his first regularly scheduled work day after the holiday unless his absence is due to a compensable injury or an illness which occurred within six (6) months of the holiday, or the employee is on authorized leave of absence. In the case of illness or injury the employer shall have the right to request a certificate from a qualified practitioner.
>
> Notwithstanding any of the foregoing provisions if the employee fails to work within thirty (30) calendar days immediately prior to the holiday and within thirty(30) calendar days immediately after the holiday the employee shall not be entitled to be paid for any statutory holiday during that period."

The Conciliation Board unanimously concurs with the above agreement.

It was agreed upon between the parties hereto that Article 14:07 as it now appears in Exhibit I shall have added to it following the words "work schedule" the following words "is governed by Regulation 354/59 and O/C No. 1595/59." The Conciliation Board unanimously concurs with these changes.

With respect to Article 14:09 as it now appears in Exhibit I it was agreed upon by both representatives that this Article should be deleted and in its place and stead inserted the following:-

> "The parties mutually agree that effective May 1, 1960, the company will make work available for a minimum of 150 employees as per Article 10 of the agreement (Seniority Clause) for a minimum period of ten months during the following 12 months."

"It is further understood and agreed that economic or other conditions beyond the control of the company shall relieve the company of their obligations under this section."

"Without limiting the generalities of the foregoing, 'economic or other conditions' shall be deamed to mean factors such as fire, absenteeism and over production."

The Conciliation Board unanimously concurs with the above agreement.

Article 14:13 - It was agreed upon between both representatives that the last sentence of Article 14:13 be deleted. The Conciliation Board unanimously concurs with this arrangement.

DURATION OF AGREEMENT

It was unanimously agreed by the Conciliation Board that the agreement entered into between the parties shall be an agreement for a period of two years commencing on the first day of September, A.D. 1959. It was further agreed unanimously that the conditions of the new agreement were not to become operative until the date of execution of the agreement.

STATUTORY HOLIDAYS

It is the unanimous decision of the Conciliation Board that all employees of the Company coming under the terms of this agreement who work on New Year's Day, Good Friday or Easter Monday, Dominion Day, Labour Day, Christmas Day and Boxing Day, will be paid rate and one-half for all hours so worked.

It is further the unanimous decision of the Conciliation Board that all hourly rated employees coming under the terms of this agreement who qualify for the following paid holidays under the conditions set out in the agreement shall be paid for the holidays at their regular job rate of pay for the regular work schedule.

The Conciliation Board hereby unanimously agrees that the paid statutory holidays shall be New Year's Day, Dominion Day, Labour Day and Christmas Day. That is to say that the Board unanimously agrees that the terms as set out in Article 13:01 to 13:03 inclusive shall remain as they appear in Exhibit I.

USE OF TRACTORS FOR HORSES

It is the unanimous decision of the Conciliation Board that the company is not obligated to provide tractors in those areas where tractors are suitable and the Board finds no objection to individuals grouping together to purchase a tractor in order to work a "tractor strip."

The terms of the agreement as they appear in Exhibit I and also in the expired agreement provide ample machinery for hearing of grievances in the event that any employee feels that he is being discriminated against or that any undue favouritism is being shown to anyone or more persons. It is the unanimous decision of the Board that these grievance proceedings provide ample protection for employees.

WHETHER EMPLOYEES OF FLEET OWNERS SHOULD COME WITHIN THE SCOPE OF THE AGREEMENT.

Considerable discussion centered on this point and the Union vigorously contended that any enlargement of this arrangement could conceivably destroy the bargaining unit. The Company endeavoured to assure the representatives of the Union that they had no desire to engage in trucking business and that they would, wherever possible, contract trucking operations to an independent contractor.

The Union appreciated this point but stated that they were mainly concerned with this arrangement being extended into the cutting operations.

The Conciliation Board in its deliberations expressed some concern whether the aspect of cutting operations was properly within the terms of reference. There was no doubt in the Board's mind that the question of truckers was within the terms of reference but the concern of the Union of having this practise extended into cutting operations was, in the opinion of the Board, not within its terms of reference.

There was no necessity for the Board to resolve this point since the company had agreed to prepare a letter of intent which would be signed by the proper officers of the company assuring the union representatives that there would be no encroachment into the cutting operations on an independent contractor basis. That is to say the company assured the union representatives that cutting operations in accordance with the copy of the letter of intent shown below would not exclude the employees from this bargaining unit.

The Company had agreed to prepare and execute a letter to the Union representatives in the following form:-

> "The Company agrees that during and concurrent with the life of this agreement it is the company's intention to maintain the cutting and related operations (related operations to be construed as building and maintenance of roads by company employees) under the control of the company in conformity with the Certificate granted the Union by the Board of Industrial Relations on the 23rd day of May, 1956, and in conformity with the agreement between the Company and the Union at all times subject only to changes required by law.
>
> It is, of course, expressly understood and agreed that this letter of intent does not cover contractors working within the boundaries of the Company's forest limits who are engaged primarily in the production of forest products other than pulpwood. This does not preclude the Company's right to purchase their by-products such as chips or pulpwood which are incidental to their operations.
>
> It is further understood and agreed that this letter of intent is to be read together with the agreement to be executed between the Company and the International Woodworkers of America, Local 1-207."

The Conciliation Board unanimously concurs with this arrangement.

Some discussion had arisen between the members of the Conciliation Board with respect to the advisability of retaining the paragraphs following the schedule appearing in Article 15:04 of the expired agreement. The reason for questioning the advisability of retaining these clauses was due to the fact that the Company was permitted to engage truckers on an independent contractor basis.

It was, however, unanimously agreed upon by the Conciliation Board that no deletions should at this time be made to Section 15:04 in view of the fact that the parties have informed the Conciliation Board that a grievance involving this Article was pending before the Board of Industrial Relations. However, it is conceivable the concluding paragraph of Article 15:04 in the existing agreement may have to be revised or deleted depending upon the decision of the Board of Industrial Relations.

WAGES

A portion of the Award with respect to Wages was unanimously agreed upon and will consequently be included in Part I. That portion of the Award with respect to Wages which has not been agreed upon unanimously will be found and referred to in Part II.

It is the unanimous decision of the Conciliation Board that there be a wage increase of six (.06¢) cents per hour to all camp staff except Barn Boss' and Bull Cooks in accordance with the report of the Conciliation Commissioner.

It is also the unaimous decision of the Conciliation Board that the wage increase suggested by the Conciliation Commissioner with respect to Barn Boss' and Bull Cooks be adopted. That is to say that the Bull Cooks will be paid the rate of $7.20 per day plus board and room and the Barn Boss' will be paid the rate of $7.40 per day plus board and room.

It is the unanimous decision of the Conciliation Board that the wage increase of six (.06¢) cents per hour to the common labourers, suggested by the Conciliation Commissioner, also be adopted.

(signed)
A. DUBENSKY, M.A., L.L.B.
Chairman.

(signed)
F. S. DUNPHY, Member

(signed)
K. M. MILLAR, Member

DATED at Edmonton, Alberta,

this 22nd day of February, 1960.

PART II

It is the majority decision of the Conciliation Board that there be a wage increase of six (.06¢) cents per hour for all categories not mentioned in the preceding paragraphs but those referred to in Article 15:01 of Exhibit I.

It is also the majority decision of the Board that the six (.06¢) cents per hour increase be converted to a percentage and that percentage increase to be given to all piece workers referred to in Article 15:01 of Exhibit I. It is understood that the percentage increase is to be computed on the common labour rate of pay.

It is the majority decision of the Board that the six (.06¢) cents per hour increase shall become effective upon the date of execution of the agreement and will remain in effect until the conclusion of the first year of the life of this contract.

It is also the majority decision of the Conciliation Board that for the final year of the life of the contract there be a general increase of nine (.09¢) cents per hour to all categories referred to in Article 15:01 of Exhibit I and that this increase of nine (.09¢) cents per hour be converted to a percentage and that percentage increase to be given to all piece workers referred to in Article 15:01 of Exhibit I. It is understood that the percentage increase is to be computed on the common labour rate of pay.

It is the majority view of the Conciliation Board that the operations of this company are not comparable to other lumbering operations which are producing forest products. The majority view of the Board is that, therefore, it cannot seriously be contended that the increased rates will be higher than in any other lumbering industry in this Province for the reasons mentioned above. The Conciliation Board has seriously considered the financial position of the Company and the difficulties which it encountered since its inception and these factors were taken into account in considering a wage rate.

It was, however, felt by the majority Board that in the light of the increase of the cost of living which has been steadily rising, there has been no wage increase in this industry other than a .05¢ general increase in the second year of the Company's operations.

As Chairman of the Conciliation Board, I would like to state at this time, on behalf of the Members of the Board, that the discussions were in the main contained on a very amiable basis. There were moments when discussions became somewhat heated but these incidents were of a very brief duration. It appeared to all Members of the Conciliation Board that the parties did not want to be continuously involved in negotiations and that both were anxious that some stability be attained.

It must also be said that the Members of the Conciliation Board felt that the Company's motives were sincere and that to some extent the suspicions harboured by the Union representatives were unfounded.

It is sincerely hoped that this Award resolves the differences between the parties.

All of which is respectfully submitted.

(signed)
A. DUBENSKY, M.A., L.L.B.
Chairman.

(signed)
F. S. DUNPHY, Member.

DATED at Edmonton, Alberta,
this 22nd day of February, 1960.

A G R E E M E N T

between

NORTH WESTERN PULP & POWER LTD.

Herinafter referred to as the "Company"

and

INTERNATIONAL WOODWORKERS OF

AMERICA

A.F.L. - C.I.O. - C.L.C. --- Local 1-207

Hereinafter referred to as the "Union"

ARTICLE 1. -- PURPOSE

The purpose of this Agreement is to secure for the Company and the Union the full benefits of orderly and legal collective bargaining in respect to hours, wages, working and living conditions as specified in this Agreement, and to ensure to the utmost extent possible the safety and physical welfare of the Employees, economy of operation, quantity and quality of output and protection of property. This agreement, moreover, seeks to provide for fair and peaceful adjustments of all disputes which may arise between the parties. It is recognized as a duty of the Parties hereto and of all Employees of the Company to co-operation fully, individually and collectively, for the advancement of the conditions set forth herein.

ARTICLE II -- RECOGNITION -- JURISDICTION

Article 2:01 -- The Company recognizes the Union as the sole collective bargaining agency for all Employees of the Company employed in the Woodlands Division at Hinton, Alberta, save and except Superintendents, Foremen, Scalers, Tallymen, Office Staff, Confidential Employees and those having the right to hire and fire.

ARTICLE III -- UNION MEMBERSHIP

Article 3:01 -- Any Employee who is a member of the Union on the effective date of this Agreement, or who becomes or is reinstated as a member, shall, as a condition of employment, maintain his or her membership in the Union in good standing during the term of the Agreement.

Article 3:02 -- It is agreed that all new Employees, hired on and after September 1st, 1956, shall, as a condition of employment join the Union within thirty (30) days from the date of their employment and shall maintain their membership in the Union in good standing during the term of this Agreement.

Article 3:03 -- Remittance of all check-off deductions shall be sent to the Union, accompanied by itemized lists in duplicate of names and amounts by camps. The Company will endeavour to deliver these lists not later than the 15th day of the following month.

Article 3:04 -- Official credentialled Union Representatices shall obtain access to the Company's Woodlands operations to conduct Union business as it pertains to this Agreement, by written permission which shall be granted by the Company on request, and the Union agrees that said representatives shall abide by the regular rules and regulations of the Company and such credentialled Union Representatives shall be in possession of a Union Credential Card, signed by the appropriate signing officers of Local 1-207 of the International Woodworkers of America.

ARTICLE IV -- COMMITTEE

Article 4:01 -- For the purpose of this Agreement when the word "Committee" is used, it shall mean Camp Committee, members of which are appointed by the Union.

Article 4:02 -- The Committee shall consist of not less than three (3) Employees and not more than seven (7) Employees with completed probationary period of employment with the Company and who are members of the Union.

Article 4:03 -- The Union will, within sixty (60) days from the date of this Agreement, notify the Company in writing of the members of each Camp Committee. The Union will inform the Company in writing when any member change takes place on the Committee. No member of the Committee will be recognized by the Company unless the above procedure is carried out.

ARTICLE V -- ADJUSTMENT OF GRIEVANCES

Article 5:01 -- The Company and the Union mutually agree that when a grievance arises in a camp coming under the terms of this Agreement, it shall be taken up in the manner set out below:--

Article 5:02 -- It is the mutual desire of the Parties hereto that complaints of Employees be adjusted as quickly as possible and it is generally understood that an Employee has no grievance until he has given his Foreman an opporutnity to adjust his complaint.

Article 5:03 -- In the case of a personal grievance, the individual employee with a Job Steward and/or a Union official shall first take up the matter with the foreman in charge of the work within fourteen (14) days from the date that the alleged offence occurred. In the case of a policy grievance the time limit for presenting the grievance shall be thirty (30) days from the date that the alleged offence occurred.

Article 5:04 -- If a satisfactory settlement is not then reached the same Employee with the Committee and/or a Union official shall take up the problem with the foreman.

Article 5:05 -- If a satisfactory settlement is not then reach, it shall be reduced to writing by both parties when the Committee and/or a Union official shall take up the grievance with the District Superintendent of that camp.

Article 5:06 -- If the grievance is not then settled, it shall be referred to the Local Union and the Company.

Article 5:07 -- If a satisfactory settlement is not then reached it shall be dealt with by arbitration as hereinafter provided.

Article 5:08 -- In case of any dispute arising regarding the interpretation of this Agreement which the Parties hereto are unable to settle between themselves, the matter shall be determined by arbitration as hereinafter provided.

ARTICLE VI -- ARBITRATION

Article 6:01 -- In Arbitration, the Company and the Union shall each select one man; these two shall select a third party who shall act as Chairman. Either party shall appoint its nominee not later than five (5) days after receipt of written notice of the other party's nomination. This Aribtration Board shall convene and render a decision and such decision shall be final and binding on both parties to this Agreement. In the event of a failure of the two (2) men selected by the respective parties to select a third party as provided above, they shall ask the Provincial Minister of Industries and Labour to appoint a third party, who shall be Chairman.

Article 6:02 -- It is understood that the function of the Arbitration Board shall be to interpret this Agreement and that it shall deal only with the specific questions as submitted and shall have no power to alter, add to, or amend this Agreement. The Aribtration Board shall have no power to decide questions involving general wage adjustments.

Article 6:03 -- Sundays and Statutory Holidays shall not be included in any time limits in this Article of Agreement.

Article 6:04 -- A grievance arising from a claim by an Employee that his discharge or suspension was unjust and/or contrary to the terms of this Agreement must be dealt with in accordance with the grievance procedure by both parties through all stages, and must be presented to the Company, initially as a grievance, not later than six (6) days after the discharge or suspension became effective. In case of discharge the Company will notify the employee, in writing , the reason for discharge. In the event that an employee is found by an Arbitration Board to have been unfairly discharge, the Company agrees that the employee will be reinstated on his job under terms and conditions decided by the Arbitration Board.

Article 6:05 -- Each party to this Agreement shall pay all expenses of the member of the Arbitration Board selected by it and share equally in the fees and expenses of the third member of the Board.

ARTICLE VII -- PAY DAYS

Article 7:01 -- Pieceworkers will be provided with scale slips after each scale and each Employee will be provided with a payroll statement once each month showing his deductions and rate of pay, days worked, monthly earnings and other necessary information. Each employee shall be settled in full once per month and any credit balance will be paid by cheque issued to the man at Camp. Each employee will be allowed one cash order on the 15th day of each month.

ARTICLE VIII -- HEALTH

Article 8:01 -- The Company agrees to maintain conditions with respect to cleanliness, sanitation and health and to continually strive to improve present conditions.

Article 8:02 -- All camps shall have one tier single beds and two clean sheets and one pillow case will be issued once a week, and clean blankets will be issued to Employees upon arrival at camp, and will be replaced as conditions warrant without charge.

Article 8:03 -- The Company will continue to provide improved camp facilities and will provide separate drying rooms, wash rooms, storage facilities for baggage and, where possible, inside toilets and showers.

Article 8:04 -- All bunkhouses shall be supplied with water coolers and paper drinking cups, except where drinking fountains are provided.

Article 8:05 -- Pest control measures shall be carried out as required.

Article 8:06 -- The Company will provide to the highest degree possible, suitable refrigeration for all perishable foodstuffs.

Article 8:07 -- Where preacticable, hot lunches will be made available in proper hot lunch shacks during the winter season.

Article 8:08 -- The Company agrees to commence this year to provide a recreation building at each camp.

ARTICLE IX -- ACCIDENT PREVENTION COMMITTEE

Article 9:01 -- The Management of every operation shall maintain an Accident Prevention Committee consisting of not less than four (4) members.

Article 9:02 -- Such Accident Prevention Committee shall consist of an equal number of representatives of the Employer and of the Employees. Employee representatives will be elected by a vote supervised by the Union.

Article 9:03 -- Employees' representatives shall be regular Employees in the operation.

Article 9:04 -- The general duties of the Accident Prevention Committee shall be as directed by the regulations made pursuant to the Workmen's Compensation Act of the Province of Alberta.

Article 9:05 -- Where Safety Meetings are held during working hours with the consent of the Employer, Employee's time will not be deducted for attending such meetings or investigation into accidents.

Article 9:06 -- In the case of fatal accident, the Accident Prevention Committee in the operation shall, within forty-eight (48) hours, conduct an investigation into such fatal accident.

Article 9:07 -- Any or all Employees working in the immediate proximity when a fatal accident has occurred may without discrimination refrain from working the balance of the shift.

Article 9:08 -- Suitable provision for the safe carriage of tools will be made in all vehicles regularly used for the transportation of men. Explosives and gasoline will not be transported on cew trucks.

ARTICLE X -- SENIORITY

Article 10:01 - The Company recognizes the principle of seniority, competency considered. In the application of seniority it shall be determined first by Camp and second by Company. Promotions shall be entirely a matter for the Company's decision; likewise selection of supervisory officials; but in making the selection, other things being equal, length of continuous service shall be given due consideration.

Article 10:02 -- In the event of a reduction of the forces, the last person hired shall be the first released subject to the competency of the person involved and the provisions of Section 1.

Article 10:03 -- It is hereby agreed that when rehiring, all employees laid off due to a seasonal shutdown or reduction of the working forces, will be notified by telegram or registered letter at least seven (7) days before restart of operations and they shall be re-hired in the order of their Company seniority, provided they appear for work not later than the end of the above seven (7) day period. It is agreed that all Employees shall, upon returning to employment within the required number of days of being notified by the Company, retain all seniority rights. It shall be the Employee's responsibility to keep the Company informed of his address during lay-off.

Article 10:04 -- Notwithstanding anything to the contrary contained in this Agreement, it shall be mutually agreed that all Employees are hired on probation, the probationary period to continue for thirty (30) calendar days, during which time they are to be considered temporary workers only, and during this period no seniority rights shall be recognized. Upon completion of thirty (30) calendar days service with the Company, they shall be regarded as regular Employees, and shall then be entitled to seniority dating from the day on which they entered the Company's employ.

Article 10:05 -- Any Employee absenting himself from work without proper permission from his Foreman, or under the exceptions as allowed in Article 10:08 will be subject to disciplinary action.

Article 10:06 -- It is agreed that upon request of the Union a list will be supplied by the Company setting out the name and last starting date with the Company of each regular Company Employee. Further such requests shall not be granted more than twice during the term of this Agreement.

Article 10:07 -- In any case where an Employee has been transferred to a supervisory or confidential position and at a later date ceases to be a supervisory worker or confidential employee, and the Company desires to retain his services, it is hereby agreed that reinstatement can be made within the bargaining unit commensurate with competency and seniority.

Article 10:08 -- Sickness, certified by a licensed physician, authorized leave-of-absence, or injury disabling an Employee for work, or lay-offs, shall not interrupt his accrued seniority rights. An Employee who quits of his own accord or is discharged and not reinstated, shall automatically lose all his or her seniority with the Company.

ARTICLE XI -- LEAVE OF ABSENCE

Article 11:01 -- The Company will grant leave of absence to Employees suffering injury or illness for the term of this Agreement, subject to a medical certificate if requested by the Employer.

Article 11:02 -- Any Employee desiring a leave of absence must obtain permission in writing from the Company, prior to commencement of such leave. In cases where leaves of absence are granted by the Company for a period of time in excess of thirty (30) days, a copy of the approved leave of absence will be forwarded to the Union office.

Article 11:03 -- The Company will grant leave of absence to Employees who are appointed to Union Office, or elected to attend Union Meetings and/or Union Conventions for a period of up to and including one (1) year in order that they may carry out their duties on behalf of the Union. Further leave of absence may be granted by mutual consent. The Employee who obtains this leave of absence shall return to the Company within thirty (30) calendar days after the completion of his term of employment with the Union.

Article 11:04 -- In order for the Employer to replace the Employee with a competent substitute, it is agreed that before the Employee receives this leave of absence the Employer will be given due notice in writing. The Union, desiring leave of absence for any of its members to attend to Union business will make application to the Company for such leave at least two (2) weeks prior to commencement date of desired leave of absence and the Company agrees that such leave will be granted, provided the Company can obtain a competent substitute to fulfill the duties of the person or persons desiring leave.

ARTICLE XII -- VACATIONS WITH PAY

Article 12:01 -- Vacation with Pay will be granted to all Employees of the Company coming under the terms of this Agreement on the following basis:-

Article 12:02 -- Employees with less than one (1) year of service with the Company shall receive Two (2%) percent of their gross straight time earnings with the Company for that portion of the year worked.

Article 12:03 -- Employees who have completed one year or more service with the Company shall receive Four (4%) percent of their total straight time earnings with the Company each year as Holiday Pay.

Article 12:04 -- Employees shall be entitled to one weeks' vacation under Article 12:02 and shall be entitled to two weeks' vacation under Article 12:03

Article 12:05 -- Vacation for Employees shall be taken at a time which is mutuallly satisfactory to the Company and the Employee, when quantity and regularity of production will not be impaired.

Article 12:06 -- The following shall be considered as days actually worked for determining Vacation with Pay for an Employee after one (1) year of employment with the Company:-

(a) Absence on Workmen's Compension up to a period of one (1) year, provided the Employee returns to his employment with the Company.

(b) Absence due to illness up to a period of one (1) year, provided the Employee returns to his employment with the Company. The Employer shall have the right to require a Certificate from a qualified medical practitioner.

(c) Absence due to compulsory forest fire fighting, while in the active employ of the Company.

(d) Work days lost due to inclement weather, when the majority of Employees at the camp do not go out to work.

(e) Absence from work under authorized Company leave of absence.

ARTICLE XIII -- STATUTORY HOLIDAYS

Article 13:01 -- All Employees of the Company coming under the terms of this Agreement who work on New Year's Day, either Good Friday or Easter Monday, Dominion Day, Labour Day, Christmas Day, Boxing Day, will be paid rate and one-half for all hours so worked.

Article 13:02 -- All hourly rated Employees coming under the terms of this Agreement who qualify for the following paid holidays under the conditions set out below, shall be paid for the holidays at their regular job rate of pay for the regular work schedule. The Parties agree that the paid Statutory Holiday shall be New Year's Day, Dominion Day, Labor Day and Christmas Day.

Article 13:03 -- An Employee required to work on a paid holiday shall be paid in addition to his holiday pay rate, rate and one-half for any hours worked on such paid holiday.

Article 13:04 -- All piecework Employees of the Company who qualify for the above mentioned holidays under the conditions set out below shall be paid holiday pay or the rate of $16.00 for each paid holiday, if qualified. Piecework Employees required to work on any of the holidays as set out in Article 13:01 above shall be paid rate and one-half for all hours worked on such holiday and pay for work to be computed at the rate of $16.00 per day.

Article 13:05 -- An Employee to qualify for holiday pay must have completed the probationary period with the Company and must still retain his status as an Employee immediately preceeding the holiday and must have worked his last regularly scheduled work day before and his first regularly scheduled work day after the holiday, unless his absence is due to a compensable injury or illness which occurred within six (6) months of the holiday, or the Employee is on authorized leave of absence. It is agreed however, that there is to be only one paid holiday allowance paid during the absence due to a compensable injury or illness as hereinbefore mentioned, and that no paid holiday shall be paid during a period of lay-off exceeding thirty (3) continuous calendar days duration.

Article 13:06 -- In the case of illness or injury the Employer shall have the right to request a Certificate from a qualified medical practitioner.

ARTICLE XIV -- GENERAL PROVISIONS

Article 14:01 -- The charge for Board and Lodging shall be Two Dollars and Ten Cents ($2.10) per man per day. Any Employee who leaves camp on authorized leave, weekends, or for illness or accident will not be charged for meals not taken providing he notified the Camp Clerk at the time of leaving.

Article 14:02 -- It is agreed between the Parties to this Agreement that there shall be no strikes, walkouts, work stoppages, or other interruptions of work by the Union, nor lockouts by the Company, during the left of this Agreement.

Article 14:03 -- When the number of horses in the Camp exceeds thirty (30), extra help will be made available to the Barn Boss.

Article 14:04 -- When a dispute over scale arises, it shall be dealt with by the Chief Scaler and the Camp Committee.

Article 14:05 -- For job classifications not listed in the attached wage schedule, it is agreed that the rates for such job classifications shall be established by the Company. After a reasonable trial period, job rates shall be negotiated with the Local Union and when agreement is reached, shall become part of the wage schedule. In the event that the Parties to this Agreement are unable to agree on the rates to be established under this Article of the Agreement, the dispute shall be referred to Arbitration as provided in this Agreement.

Article 14:06 -- An Employee intending to quit Camp, and who gives the Scaler at his Camp three (3) days' notice of leaving, will be scaled up within a further three (3) days. The time limits mentioned in this Article are exclusive of Sundays and Holidays.

Article 14:07 -- It is agreed that the regular work week schedule shall consist of Forty-Eight (48) hours from Monday to Saturday inclusive. All hours work in excess of Forty-Eight (48) hours per week and on Sunday shall be paid for at rate and one-half, except to those employees whose normal work schedule requires them to work on Sunday.

Article 14:08 -- It is agreed that all Employees coming under the terms of this Agreement shall be deducted $2.00 per month for Medical Services and shall also be deducted ,50¢ per week for Laundry Services.

Article 14:09 -- It is agreed between the Parties that commencing with the 1960 - 1961 cutting programme, the Company will use its best endeavour to extend its pulpwood production programme to a continuous operation and effective May 1st, 1960, the Company will attempt to make work available for a minimum of One Hundred and Twenty-Five Employees as per Article X of this Agreement for a minimum period of ten (10) months during the following twelve (12) months. It is further understood and agreed that economic or other conditions beyond control of the Company shall relieve the Company of its obligations under this section.

Article 14:10 -- It is agreed between the Parties that where Employees are required to travel in excess of one and one-half miles from camp to worksite the Company will supply gas for Employees' cars based on one (1) gallon for each fifteen (15) miles travelled, or provide Company transportation.

Article 14:11 -- It is agreed that cutting strips or patches shall be allocated to the cutters on a rotation basis and in the event of alleged discrimination this matter shall be subject for Grievance procedure, as per Article V of the present Agreement.

Article 14:12 -- The Company agrees to provide a power saw shack at all operating camps, and that same will be properly lighted and heated, and shall be equipped with Vise, Anvil and Chainbreaker; and such facilities will be available for the use of the employees at each camp and no power saws will be allowed to be stored in any Camp buildings used for sleeping, eating or food storage, but must be stored in the power saw shack.

Article 14:13 -- The Company agrees to supply all materials and goods at each of the camps for the use of the working men in the natural course of their employment at wholesale prices plus five percent (5%) handling charges. These items to include saw chains for I.E.L.; McCulloch and Homelite Power Saws, axe bitts, axe handles, pulphooks, gas and oil used for power saws. Van goods for personal comfort and personal effects are not included in this price arrangement.

Article 14:14 -- The Company agrees to provide horses suitable for skidding of pulpwood and in the event of a dispute over the suitability of the horse provided for use in cutting and skidding, same should be submitted to Grievance procedure as per Article V of the present Agreement.

Article 14:15 -- The Company agrees that all Camp Clerks shall have a First Aid Certificate and that Frist Aid supplies will be accessible to the Employees at each of the operating camps, at all times.

Also there shall be radio communication from the operating camps to the Company's Administration Office, or all weather roads will be maintained to the operating camps.

Article 14:16 -- The Company agrees to provide piece work cutters employed at Camp Number One a free saw chain after each One Hundred and Fifty (150) cords cut at the camp with credit for cords cut at that camp when a man returns to Camp Number One after lay-off.

ARTICLE XV -- WAGE SCHEDULE JOB CLASSIFICATIONS

Article 15:01 --

Cook	$10.98 per day plus Board
Second Cook	9.58 per day plus Board
Cookee	7.04 per day plus Board
Bullcook	8.99 per day less Board
Barn Boss	9.20 per day less Board
Bulldozer ---	
Drott Operator	13.44 per 8 hrs. less Board
Tractor Operator	11.34 per 8 hrs. less Board
Cary Lift Operator	12.60 per 8 hrs. for first 30 days of Operation less Bd.
Cary Lift Operator	13.44 per 8 hrs. after 30 days of Operation less Board.
Serviceman	11.51 per 8 hrs. less Board
Handyman with Tools	11.76 per 8 hrs. less Board
Camp Builders, with Tools	12.60 per 8 hrs. less Board
Machine Apprentices	10.08 per 8 hrs. less Board
Common Labour	10.16 per 8 hrs. less Board
Night Watchman (during heating season)	$222.50 per month less Board
Blacksmith	$327.50 per month less Room & Board

CUT AND PILE 100" MERCHANTABLE SPRUCE AND BALSAM

The rate for cutting and piling 100" Merchantable Spruce and Balsam shall be $5.77 per cord plus bonus if qualified for bonus.

CUT AND PILE 100" MERCHANTABLE PINE

The rate for cutting and piling 100" Merchantable Pine shall be $5.35 per cord plus bonus if qualified for bonus.

CUT AND SKID 100" MERCHANTABLE SPRUCE AND BALSAM WITH HORSES

The rate for cutting and skidding 100" Merchantable Spruce and Balsam with horses shall be $6.05 per cord plus bonus if qualified for bonus. Suitable horse and skidding harness supplied free by the Company. Skidder to clear the skidway site.

CUT AND SKID 100" MERCHANTABLE PINE WITH HORSES

The rate for cutting and skidding 100" Merchantable Pine with horses shall be $5.65 per cord plus bonus if qualified for bonus. Suitable horse and skidding harness supplied free by the Company. Skidder to clear the skidway site.

CUT AND SKID 100" MERCHANTABLE SPRUCE AND BALSAM WITH TRACTORS

The rate for cutting and skidding and piling 100" merchantable Spruce and Balsam, using tractors, shall be $5.52 per cord plus bonus of .75¢ per cord if qualified for bonus, plus .25¢ per cord for lopping if required to lop. It is agreed that the tractor operator shall share equally in production earnings of the gang.

CUT AND SKID 100" MERCHANTABLE PINE WITH TRACTORS

The rate for cutting and skidding and piling 100" merchantable Pine, using tractors, shall be $5.12 per cord, plus .75¢ per cord bonus when earned, plus .25¢ per cord for lopping if required to lop. It is agreed that the tractor operator shall share equally in production earnings of the gang.

LOPPING

It is agreed that in addition to the rates for Cutting and Piling and/or Cutting and Skidding Spruce, Balsam and/or Pine, an additional .25¢ per cord will be paid to the Cutter when the Cutter is required to Lop according to Company regulations.

FIREWOOD

Cut, split and pile 30" firewood
per stacked, taped, cord----------$3.95
Cut, and pile 30" firewood
per stacked, taped, cord----------$2.90

Article 15:02 -- A cutting bonus will be paid after the cutter has cut and piled 75 cords of rough pulpwood in one period of employment at the rate of .75¢ per cord, and shall be retroactive to the first cord cut during that continuous period of employment.

When an Employee once qualifies for the bonus and retains his status as an Employee, it is agreed that all wood he cuts and piles will be bonus wood.

Article 15:03 -- For the purpose of this Agreement a cord of merchantable Pulpwood shall be 50" x 100" x 48" stacked or skidway piled according to Company instructions. Cutters shall take their tops out to a 4" inside the bark, top or small end diameter. Cutters shall take their stumps as low to the ground as possible and in accordance with Company instructions.

Article 15:04 -- ROAD HAULING

Swampers and Top Loaders to be classified as Crane Helpers.....$1.40 per hr.
Single Axle Truck Driver.....$1.45 per hr.
Tandem AxleTruck Driver.....$1.55 per hr.
Tandem Trailer Truck Driver.....$1.65 per hr.
Crane Operator ---
1st 4 weeks of operating equipment..... $1.85 per hr.
After 4 weeks of operating equipment..... $2.00 per hr.

The hourly rates as agreed above are minimum guaranteed rates and do not preclude the Company and Contractors from establishing piecework rates for the loading and driving crews. This minimum guaranteed rate to be computed on a monthly basis, and the piecework rates to be computed on a monthly basis. The loaders and drivers shall be paid the greater of the two sums.

The truck drivers are required to help load and unload their trucks.

All equipment operators and crews working in the loading or hauling area are to take their lunch while on shift and to eat their lunch while on shift, in order that the work will not be interrupted.

All equipment operators and crews are to be hired through North Western Pulp & Power Limited and must pass a Company medical examination, and are to receive payment for their work for North Western Pulp & Power Ltd., by Company cheque which amounts shall then be charged back to the original contractor.

ARTICLE XVI -- WAGES

Article 16:01 -- The Wage Scales, effective September 1st, 1959 as set out in this Agreement are approved by both Parties and forms part of this Agreement and same shall remain in effect throughout the life of this Agreement unless changed by mutual consent of the signatory Parties, at a meeting duly called on thirty (30) days written notice by either of the Parties to this Agreement. It is furthermore agreed that notice shall not be given by either Party to commence such a meeting before August 1st, 1960 nor later than September 1st, 1960. It is understood and agreed that such a meeting shall be restricted solely to proposed changes to items contained in Article XV - Wage Schedule and Job Classifications and Article XIII - Statutory Holidays.

ARTICLE XVII -- DURATION OF AGREEMENT

Article 17:01 -- The Parties hereto mutually agree that this Agreement shall be effective from and after the 1st day of September, 1959 to and including the 31st day of August, 1961; and thereafter from year to year unless ninety (90) days' written notice of contrary intention is given by either Party. The notice required hereunder shall be validly and sufficiently served at the office of the Company and at the Local Office upon the Local Officers of the Union, at least ninety (90) days prior to the expiry date of any contract period. If no agreement is reached at the expiration of this contract and negotiations are continued, the Agreement shall remain in force and effect up to the time an agreement is reached or until negotiations are discontinued by either Party.

IN WITNESS WHEREOF, we, the undersigned, have as the accredited representatives of the respective parties to this Agreement hereunder set our signatures this day of 1959.

For NORTH WESTERN PULP & POWER LTD.	For INTERNATIONAL WOODWORKERS OF AMERICA AND ITS LOCAL UNION, 1-207 AFL - CIO - CLC
.....	.....
H.K. COLLINGE Resident Manager.	
.....	.....
A. PROVENCHER Woodlands Manager.	
.....	.....
W.H. SAWYER Manager of Industrial Relations	

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Alberta Teachers' Association and the Leduc School Division No. 49, Leduc, Alberta.

The Conciliation Board appointed by Order-in-Council No. 200/60, dated Wednesday, February 10th, 1960, held meetings in Edmonton with representatives of the parties to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. J. L. CHAPMAN, Chairman.
MR. A. G. ANDREWS, Member representing the School Division.
MR. W. G. ROBERTS, Member representing the A.T.A.

The issue in dispute which was referred to the Conciliation Board was:-

1. Cumulative Sick Leave.

After hearing the evidence and arguments that were advanced by both parties to the dispute and after interviewing both sides separately several times, agreement was arrived at between the parties and each agreed to recommend the same to their respective principals. Following this the Conciliation Board was advised that the Alberta Teachers' Association had approved the agreement as arrived at but the Leduc School Division No. 49 had not approved the same.

In view of the fact that three of the six members of the Leduc School Division Board were present and took part in the hearings before our Conciliation Board, this Board thought it advisable to interview the whole of the Leduc School Division Board to learn why that Board had not accepted the recommendations arrived at with its representatives and this was accordingly done.

The Leduc School Division Board simply said that those who had appeared before our Board were not authorized to make the agreement which they purported to make and accordingly the Leduc School Division No. 49 did not abide by the agreement but requested further negotiations.

We then asked the Alberta Teachers' Association if they would agree to an extension of the time in which we could conduct our negotiations and if they would agree to appear again but by letter dated March 28th, 1960, they advised that they would not so agree.

In the result it has become necessary for this Conciliation Board to make an Award and we would advise that it is the unanimous recommendation of this Board that Clause 13 of the salary schedule be amended to give the teachers a maximum of 200 days of sick leave and that from the period September 1, 1952, to August 31, 1959, sick leave would accumulate at the rate of all of the unused portion of the statutory period and that after September 1, 1959, the sick leave would accumulate at the rate of one-half of the unused portion of the statutory period.

All of which is respectfully submitted,

(Signed)
J. L. CHAPMAN, Chairman,
Conciliation Board.

(Signed)
A. G. ANDREWS, Member,
Conciliation Board.

(Signed)
W. G. ROBERTS, Member,
Conciliation Board.

DATED at Edmonton, Alberta,
this 7th day of April, 1960.

IN THE MATTER OF THE ALBERTA LABOUR ACT

AND IN THE MATTER OF A DISPUTE BETWEEN
THE ALBERTA TEACHER'S ASSOCIATION AND THE
CLOVER BAR SCHOOL DIVISION NO. 13.

REPORT OF THE CONCILIATION BOARD

This Conciliation Board was established by Order in Council No. 385/60 and the following members were appointed and served as the members of the Conciliation Board through the various Hearings.

Chairman - John C. Prowse, Barrister.
Members - John Ferguson
H. J. M. Ross

The first meeting of the Board was held on the 22nd day of March in the offices of the Alberta Teacher's Association at Edmonton at which time there appeared representatives of The Alberta Teacher's Association, namely Mr. F. C. Seymour, Mr. C. Detro and Mr. W. Fitzpatrick and on behalf of the School Board appeared Mr. C. A. Hames, Mr. J. W. Hosford and Mr. Bowker. The dispute in question was Salary Grid.

Prior to the first meeting having been held, the matter had been reviewed by the Board and during the first meeting written submissions were presented by the School Board and the Alberta Teacher's Association. During the presentation of the briefs, questions and comments were received from representatives of both sides. The meeting was then adjourned for a period of one week, but due to the illness of a member of the Conciliation Board it was subsequently agreed between the parties to the dispute and the Conciliation Board that the matter should be put ahead until May 2nd.

At the meeting of May 2nd, in addition to the members of the Conciliation Board there were in attendance Mr. F. C. Seymour representing the teachers and Mr. C. A. Hames representing the School Board. During this meeting the Board made several suggestions to both the teacher's representatives and the School Board representatives and it became apparent at this time that the parties were fairly close to reaching an agreement themselves. Upon receiving a request for an adjournment from Mr. Hames and Mr. Seymour the meeting was adjourned until Wednesday, the 4th of May.

During the meeting of the 4th of May the Conciliation Board was advised by both the representatives of the Teacher's Association and the School Board that they thought an agreement had been reached between them that was acceptable to both parties involved and asked that the meeting might be adjourned until Saturday, the 7th of May in order that the matter might be either accepted or rejected by the Teachers in the Clover Bar School Division No. 13.

All of the meetings up to and including the meeting of May 7th had been held in the Alberta Teacher's Association Building in Edmonton.

At the meeting of the Board on May 7th, which was held in the School Board office, the parties advised that the dispute had been settled and a contract was then read to the Board and was signed by the representatives of the Clover Bar School Division No. 13 Board of Trustees and the Alberta Teacher's Association. It was, therefore, the unanimous decision of the Board that it concur in the agreement made between the parties to the dispute.

Attached hereto is a copy of the agreement made between the parties which is forwarded to the Honourable the Acting Minister of Labour as a part of this report.

Dated at Edmonton in the Province

of Alberta this 16th day of May,

A. D., 1960.

(Signed) _____
John C. Prowse, Chairman.

(Signed) _____
John Ferguson, Member.

(Signed) _____
H. J. M. Ross, Member.

THE CLOVER BAR SCHOOL DIVISION NO. 13 SALARY SCHEDULE 1959 - 60

The Board of Trustees of the Clover Bar School Division No. 13 in the Province of Alberta and the Alberta Teachers' Association, agree to the Salary Schedule set out as follows:-

I. BASIC SALARIES AND EXPERIENCE:

Years of Experience	Years of Training					
	1st Year	2nd Year	3rd Year	4th Yr. or Deg.	5th Yr. Deg.+ 1 Yr.	6th Yr. Masters
0	2,700	3,100	3,500	4, 100	4,500	4,900
1	2,860	3,280	3,710	4, 400	4,800	5,200
2	3,020	3,460	3,920	4, 700	5,100	5,500
3	3,180	3,640	4,130	5, 000	5,400	5,800
4	3,340	3,820	4,340	5, 300	5,700	6,100
5	3,500	4,000	4,550	5, 600	6,000	6,400
6	3,660	4,180	4,760	5, 900	6,300	6,700
7	3,820	4,360	4,970	6, 200	6,600	7,000
8	3,980	4,540	5,180	6, 500	6,900	7,300
9	4,140	4,720	5,390	6, 800	7,200	7,600
10	4,300	4,900	5,600	7, 100	7,500	7,900
11	4,460	5,080	5,810	7, 400	7,800	8,200

II. No Teacher's Salary shall be reduced as a result of the implementation of Clause I.

III. SPECIAL CERTIFICATES:

(a) Special Certificates where required and used:-

(i) Teacher in charge of the Household Economics, Industrial Arts, Commercial or Agricultural or Music Departments - $200.00.

(ii) Assistant $50.00 per unit to a maximum of $100.00

(b) Teachers with special certificates outside of an organized department where special certificate is used and required, $50.00 per unit to a maximum of $100.00.

IV. ADMINISTRATION AND SUPERVISION:

(a) Principals of schools, including every teacher in charge of a one-room school, shall receive $125.00 per teacher, inclusive of himself, up to and including 15 teachers, and shall receive $100.00 per teacher, for every teacher over 15.

(b) Vice-Principals shall receive fifty percent of the Principal's allowance.

(c) Teachers engaged primarily as divisional supervisors of Music and Reading will be paid an allowance of $500.00 per year inclusive of any other allowances paid under Clause III or IV of this agreement.

V. BONUSES:

(a) The Divisional Board reserves the right, at its discretion, to place any teacher on its staff on any step of the schedule or on any special salary provided, always, that no teacher shall receive less than the total salary to which he is entitled under the articles of this agreement, and also provided that the Divisional Board shall notify the Teachers' Salary Committee of its action, without delay.

(b) Teachers engaged primarily in guidance work and appointed to such work by the Board will be paid a special allowance of $500.00 per year inclusive of any allowance paid under Clause III or IV of this agreement, while confirmed in these special duties.

VI. CUMULATIVE SICK PAY:

A teacher may accumulate up to One Hundred and Eighty (180) days' sick pay, over and above the twenty days per year allowed by the School Act, as from September 1st, 1954.

VII. In order to receive benefits from Clauses I and III, it shall be the responsibility of the teacher to furnish to the Board by November 1st, the necessary information and proof; the teachers engaged after November 1st, must furnish such evidence and proof forthwith.

VIII. Any complaint re salary of any individual teacher must be registered with the Clover Bar Local Salary Policy Committee.

IX. LETTER OF AUTHORITY:

Teachers holding Letters of Authority shall be limited to the first three increments on the Salary Table, providing always that any teacher presently on staff and holding a Letter of Authority, will not receive a cut in the salary they are presently receiving.

X. SABBATICAL LEAVE:

Teachers with third, fourth, fifth, and sixth years of training, may apply for a leave of absence for a period of one (1) year for study purposes to advance the academic or professional standing of the teacher, and the Board agrees to grant this leave to one (1) teacher per year, and an allowance would be made, in lieu of salary, in the amount of $2,000.00 per year. Such applications would only be received from teachers with seven or more years of service with the Division, on the understanding that they would further serve the Division in a teaching capacity for a period of two years following leave of absence, and that at the time of applying for leave, they are not within four years of retirement age.

XI. COMPASSIONATE LEAVE OF ABSENCE:

Temporary leave of absence with pay shall be granted to a teacher for not more than three (3) days because of the britical illness or death of spouse, child, parent, brother, sister, parent of spouse, or other relative who is a member of the Teacher's household.

XII. This Agreement is to be in effect as from September 1st, 1959.

IN WITNESS WHEREOF the parties have executed this Agreement, this 7th day of May, A. D. 1960.

The Alberta Teachers' Association

(Signed) _____

(Signed) _____
Witness.

The Clover Bar School Division No. 13 Board of Trustees.

(Signed) _____

(Signed) _____
Witness.

This Agreement made on the_____day of_____1960/AD.

BETWEEN

The Medicine Hat Transportation Company Ltd., Medicine Hat, Alberta, hereinafter referred to as the "Employer" Party of the first part

and

The Medicine Hat Civic Federal Union Local No. 46, Medicine Hat, Alberta, hereinafter referred to as the "Union" Party of the second part.

NOW THEREFORE the parties hereto covenant and agree together as follows:

ARTICLE 1 PERIOD COVERED

1. This agreement shall be deemed to have been in effect, and shall be dated and shall remain in full force from June 15th, 1960 to June 14th, 1961.

ARTICLE 2 GRIEVANCE COMMITTEE

(a) The Union agrees to elect a Grievance Committee as well as a Shop Steward for each category of employment covered by this agreement to deal with grievances of members under it's jurisdiction. All grievances between the Employer and Employees shall be settled in the following order:

(b) The Employee shall in writing, send a copy to the Employer without delay, submitting the full details of his grievance by the Shop Steward or Union Representative in this Step.

(c) If the grievance is not settled under (b) above, then the grievance may be taken up by the Grievance Committee with the Employers Grievance Committee.

(d) If the grievance is not settled under paragraph (c) above then the grievance shall be submitted to a grievance board to be established as follows:

(e) The said parties shall each appoint one member to represent the respective parties on a Grievance Board, and the two members so appointed shall endeavour to select an independent Chairman, failing to agree in the selection of an independent Chairman they shall request the Minister of Labour to select such a chairman. The decision of such a Grievance Board shall be final and binding to both parties and to the employees concerned.

(f) All grievances must be dealt with within fifteen (15) days of submitting said grievances.

ARTICLE 3 DISCRIMINATION

(a) The Employer shall not discriminate against any of it's employees because of their connection with a Trade Union.

(b) No official of the Company shall use his position to obtain or solicit donations from employees for any purpose whatsoever.

(c) When an employee attends a meeting between the Employer and the Union dealing with Union business, the employee shall suffer no loss of pay.

ARTICLE 4 UNION CONVENTIONS

Any member who is appointed as a delegate to any convention held in connection with any affairs of the Union, shall be granted leave of absence without pay.

ARTICLE 5 WAGES AND SALARY PAYMENTS

(a) Employees shall be paid by the Company on every other Friday; provided that if such dates be Legal Holidays the employee's shall be paid on the last working day prior to such Legal Holidays.

ARTICLE 6 LEGAL HOLIDAYS

The following days shall be considered legal holidays together with any Civic Holidays which may be proclaimed by the Mayor and the employees of the Company, after one year's continuous or accumulative service shall be paid therefore.

NEW YEAR'S DAY	DOMINION DAY
GOOD FRIDAY	ARMISTICE DAY
VICTORIA DAY	CHRISTMAS DAY
LABOUR DAY	THANKSGIVING DAY

and no deduction shall be made from the wages or salaries of any employee if any of the above days occurs during regular working periods, and when such holidays fall on a Sunday, the employees shall receive the following Monday in lieu of same.

ARTICLE 7 HOLIDAYS

(a) All employees with one (1) years continuous service or more shall be given two (2) weeks holidays with pay each year.

(b) Seniority rights shall apply.

ARTICLE 8 UNION DUES

All Employees shall adhere to the rand plan whereby they shall pay the monthly union dues whether or not they are a member of the Union, and dues shall be deducted from the salary cheque of each and every employee commencing the first pay day in July, 1960, and continuing monthly thereafter, the Employer shall deduct Union dues from each and every employee covered by this Agreement and remit the total amount of such deductions to the Treasurer of the Union within a period of seven (7) days immediately following the date of which the deductions were made.

ARTICLE 9 EMPLOYEES DEFINITIONS

(a) Casual - an employee who has not completed one (1) year service with the Company.

(b) Permanent - an employee who has completed twelve months continuous employment with the Company.

ARTICLE 10 PROMOTIONS

Promotions shall be made on the following basis:-

(a) If possible, promotions shall be made from the permenent staff of the department affected.

(b) If there is no qualified member in the permament staff of the department concerned, the vacancy shall be bulletined so as to bring the vacancy to the attention of all members.

(c) In both promotion and reduction the Company shall consider the seniority and efficiency of members.

ARTICLE 11 WORKING HOURS

(a) The regular working times shall be - 7 A.M. to 3 P.M. to 11:30 P. M., Monday through Saturday, 44 hours per week. Day shift employees shall work 40 hours per week and night shift employees 48 - this constituting a 44 hour week in a two week period.

ARTICLE 12 SAFETY

(a) All Company buses will be equipped according to Regulations governing public vehicles carrying passengers.

ARTICLE 13 WEATHER, ETC.

(a) All employees covered by this agreement who report for work and only work two (2) hours or less, due to weather conditions, will be paid for four (4) hours at their regular rate of wages for that day.

ARTICLE 14 OVERTIME

(a) All Employees covered by this agreement who are paid on an hourly or monthly basis shall be paid overtime at one and one-half times in excess of regular working hours.

(b) No employee shall be required to take time off in Lieu of overtime.

ARTICLE 15 MEDICAL COVERAGE

(a) The Company agrees to assume fifty-fifty basis for the coverage of all permanent employees under the Medical Services Incorporated Contract.

ARTICLE 16 SHOP STEWARDS

(a) The Shop Steward system is accepted in principal by the Bus Co.

ARTICLE 17 INTERPRETATION OF AGREEMENT

(a) Should any dispute arise between the Employer and the Employees covered by this agreement as to the interpretation or meaning of any of the provisions of this agreement then, and in such case, the dispute in question shall be submitted to the Company. Negotiating Committee and the Union Executive for settlement.

(b) If the above committee is unable to reach a settlement satisfactory to both parties, the dispute is to be submitted to the proceedure provided for in Article 2 Grievance Committee clause (e).

ARTICLE 17 - INTERPRETATION OF AGREEMENT - Cont'd.

(c) It is mutually agreed that while negotiations for a further agreement are in progress, there shall be no strikes, stoppages, or slow downs in work on the part of the employees coming under this agreement, nor any lock-out of employees on the part of the employer against said employees.

(d) Either party to this agreement reserves the right to official representation at all times during negotiations for a further agreement.

(e) No employee of the Company other than their Negotiating Committee shall interpret any part of this agreement on behalf of the Company nor shall any member of the Union other than the Executive members, interpret this agreement on behalf of the Union.

ARTICLE 18 - GENERAL PROVISIONS

(a) Employees shall be allowed to change hours or shifts, for a good reason, provided it is agreeable with the man that the change is being made with, but must first have the approval from the office for such changes.

ARTICLE 19 - CLOTHING

(a) Uniforms to be on a Fifty-fifty basis as now in effect.

(b) The Company agrees to pay for garage employees the full cost for cleaning of overalls.

ARTICLE 20 - WAGES & CLASSIFICATIONS

CLASSIFICATIONS

Bus Driver first 2 months	$1.40 per hour
Bus Driver after 2 months	1.50 per hour
Garage Maintenance & Driver	1.50 per hour
Shift Supervisor	1.73½ per hour or $328.50 per month.

ARTICLE 21 - REVIEW

(a) This Agreement shall be reviewed annually and which may be opened by either party to this agreement by giving notice of intent not more than Sixty (60) or less than Thirty (30) days before the expiry date of June 14th, 1961.

(Signed)
Mr. Sven Erickson - Chairman.

(Signed)
Mr. R. H. A. Lacey - Member.

(Signed)
Mr. A. Roberts - Member.

CERTIFIED TRUE COPY

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Woodworkers of America, Local 1-207, Edmonton, and McRae Lumber Co. Limited, Faust, Alberta.

The Conciliation Board appointed by Order-in-Council No. 469/60, met with the parties to the dispute and considered the representations made within the terms of reference.

We are pleased to report that during the course of sittings of this Conciliation Board, the parties involved have of themselves been able to resolve all differences and have completed a collective agreement. This collective agreement may be considered as part of the Conciliation Board's report.

All of which is respectfully submitted,

DR. HU HARRIES, Chairman,
Conciliation Board.

WALTER L. NISBET, L. L. B.
Member, Conciliation Board.

WALTER McCALLUM, Member,
Conciliation Board.

DATED at Edmonton, Alberta,
this 20th day of June, 1960.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Woodworkers of America, Local 1-207, Edmonton, and Imperial Lumber Company Limited, Marlboro; Grande Prairie; Barrhead; Athabasca; and Kinuso, Alberta.

The Conciliation Board appointed by Order-in-Council No. 468/60, met with the parties to the dispute and considered the representations made within the terms of reference.

We are pleased to report that during the course of sittings of this Conciliation Board, the parties involved have of themselves been able to resolve all differences and have completed a collective agreement. This collective agreement has now been submitted and may be considered as part of the Conciliation Board's report.

All of which is respectfully submitted,

(Signed)
DR. HU HARRIES, Chairman,
Conciliation Board.

(Signed)
A. O. ACKROYD, Member,
Conciliation Board.

(Signed)
WALTER MCCALLUM, Member,
Conciliation Board.

DATED at Edmonton, Alberta,
this 16th day of June, 1960.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton, and Atomic Insulation Co. Ltd., Edmonton, Alberta.

The Conciliation Board which was constituted by Order-in-Council No. 678/60, dated May 10th, 1960, considered this dispute within its terms of reference and was able to agree upon a unanimous decision.

For the purpose of clarity it must be stated at the outset that the Board examined and followed an agreement which had been produced to the Board purportedly executed between the Master Insulators Association of Alberta and Local No. 110. The Board was fully cognizant of the fact that the Master Insulators Association of Alberta is not an Association in any legal sense and that it did not represent all of the people engaged in this type of industry. Notwithstanding, the Board did refer to the Clauses in this agreement in arriving at its decision of the matters in dispute. It should also be stated for the purposes of clarity that the unanimous decision of the Board was arrived at after discussing the briefs and in particular following the brief submitted by the employer-company.

In its brief the employer could not accept the so-called Master Insulators agreement for three reasons:

(a) The area extent of the coverage of the agreement.

(b) Union Security Provisions.

(c) Conditions within the existing agreement which have the effect of directly removing a large area of management rights.

The decision of the Conciliation Board will be on the basis of these three general grounds of dispute.

THE AREA EXTENT OF THE COVERAGE OF THE AGREEMENT.

The Board is unanimous in its decision that the jurisdiction of Local 110 could not extend beyond its geographical limits and that any clause which tended to control or effect the employer beyond its geographical limits was inoperative. It is the unanimous decision of the Board that the jurisdiction of Local 110 should read as follows:-

"The boundary line and the jurisdictional area of Local 110 of Edmonton, Alberta, is:- a line that runs east and west through the Province of Alberta, and is located at the City of Red Deer, Alberta, Any projects that are north of the City limits of Red Deer come under the jurisdiction of Local 110.

Section (b) and (c) of Article 1 in the Master Insulators Agreement, in the opinion of the Board, were not effective because by these clauses Local 110 attempted to exert its influence and jurisdiction beyond its territorial limits, and should be deleted. It is further the unanimous decision of the Board that the employer shall employ members of Local 110 on any project within a thirty mile radius of the City of Edmonton. The Board further concluded and unanimously agreed that on any projects extending beyond the thirty mile radius of the City of Edmonton, the employer may hire local help of the improver classification for these projects but that such local help must make application to become members of Local 110 within fifteen days, and that the prevailing wage rates in this agreement will, therefore, be paid to such local help.

Article 7, Section (b) Union Security.

We have to some extent dealt with Uniom Security in the preceding paragraph by making reference to the fact that an application to join Local 110 must be made as a condition precedent to the employer taking on Local help beyond the thirty mile radius.

Insofar as Article 7, (b) of the Master Insulators Association contract is concerned, it is the unanimous decision of the Board that in the event that Local 110 would be unable to provide men for the employer, that the employer may, therefore, hire his own men for such projects providing that the men so hired shall be paid the prevailing rates under the prevailing rates and also providing that the mem so hired shall make application to join Local 110 within fifteen days. In all other respects it is unanimously agreed that Article 7 remain as set out in the Master Insulators Association Contract. The current practise of name hiring is permissible where possible.

It is the unanimous decision of the Board with respect to Article 18 as it appears in the Master Insulators Contract that there should be added after the words "Disqualified or Suspended" the following words "for legitimate reasons" and in all other respects Article 18 to remain as it reads in the Master Insulators contract.

It is the unanimous decision of the Board that Article 7 insofar as it concerns help within the radius of the City of Edmonton and also the preceding Section dealing with hiring of help outside the 30 mile radius, that this arrangement does in fact give the employer the necessary flexibility which he must have.

Conditions within the existing Agreement which have the effect of directly removing a large area of Management Rights.

Considerable thought was given by the Board to the objections raised in the employer's brief with respect to the encroachment of the rights of management.

Article 5.

It is the unanimous decision of the Board that the last two sentences of Section (a) of Article 5 be deleted and the following inserted:-

> "Improvers shall not be eligible for classification as Mechanic except by mutual agreement between employer and Local 110."

It is the unanimous decision of the Board that Section (b) of Article 5 shall read as follows:-

> "Any Mechanic who is designated as a foreman shall be paid 25¢ per hour over the prevailing mechanic's rate."

It is also the unanimous decision of the Board that Section (e) of Article 5 shall be deleted in its entirety.

The objection raised in the employer's brief with respect to Article 6 of the Master Insulators Agreement gave the Board considerable difficulty. It was stressed by the employer that this Clause should be deleted in its entirety and that no ratio should be established. On the other hand the union representative stressed that the ratio should be one improver to four mechanics.

Taking into consideration that ratio arrangements in other branches of the Construction Industry, it was felt by the Majority Members of the Board that the ratio suggested by the local was high. On the other hand it was also the unanimous decision of the Board that the employer gave no guidance whatsoever to the Board insofar as this question of ratio was concerned.

It is inconceivable to imagine that an improver would be sent on a job without a more experienced man there to assist him. If the Company representatives had only given the Board some guidance with respect to ratio rather than request its deletion entirely, the result arrived at by the Board may have been different.

Under the circumstances and again bearing in mind that the Board had no basis upon which to base a decision on this question of ratio, it was felt that the ratio remain as it is in view of the fact that other industries are following a similar arrangement.

The Majority Members of the Board felt that the establishment of a ratio did in effect create a restrictive measure and thereby prevented new men from coming in to learn the particular trade. This restrictiveness was considered by two members of the Board to be reprehensible and unfair. On the other hand the Board felt that it was not competent to establish a ratio and regretted that the employer's representatives did not suggest a ratio which they felt was workable and practical.

Therefore, for the reasons stated above, it is the unanimous decision of the Board that the ratio remain as set out in the Master Insulators agreement for the time being.

With respect to Article 8 (c) and (d), it is the unanimous decision of the Board that all employees on out-of-town projects who do not return home daily, shall have their fare paid home and return by the company for Christmas and every six months if they are employed either outside or inside of the Province of Alberta.

With respect to Article 12, it is the unanimous decision of the Board that Section (a) be deleted in its entirety.

With respect to Article 14, it is also the unanimous decision of the Board that this Article be deleted in its entirety.

It is the unanimous decision of the Board that Article 16 be deleted in its entirety since the matters referred to there are already covered in Article 5 Section (a) and in Article 7.

The Board met on several occasions after having heard the representations made by the representatives and consideration was given to the submissions made by both parties. The decision arrived at by the Board was felt to be a fair one and consequently it was unanimous.

It is also the decision of the Board that the effective date of this agreement shall be the date of execution of the same.

As was mentioned at the outset, reference was made to a contract entered into by "the Association" and Local 110 and we had referred to this agreement only for the purposes of guidance.

The task of the Conciliation Board was made much easier due to the fact that the wage scale was not in dispute. It is sincerely hoped that this decision is found to be acceptable to all parties.

Respectfully submitted,

(Signed)
A. DUBENSKY, M.A., L.L.B,
Chairman - Conciliation Board.

(Signed)
STEPHEN SENIO,
Member - Conciliation Board.

(Signed)
R. K. HOLE,
Member - Conciliation Board.

DATED at Edmonton, Alberta,
this 16th day of June, 1960.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton.

Sirs:-

MAJORITY REPORT

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Cement, Lime and Gypsum Workers International Union Local 359, Edmonton, and Inland Cement Company Limited, Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council No. 831/60 dated Tuesday, June 7th, 1960, held meetings in Edmonton with representatives of the parties to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. LUCIEN MAYNARD, Q. C., Chairman,
MR. NORMAN LANSDOWN, Member representing Local 359.
MR. ELDON D. FOOTE, Member representing the Employer.

Appearing before the Board were:-

For the Employer	For the Union
Dr. Hu Harries	Mr. J. Gudmundson.
Mr. A. P. Robinson.	Mr. C. Likes.
	Mr. A. Crawford.

The issues in dispute which were referred to the Conciliation Board were the following Articles of the Agreement:-

1. Statutory Holidays.
2. Vacations.
3. Rates of Pay and Job Classifications.
4. Shift Differentials.
5. Sunday Premium.
6. Seniority.
7. Supplementary Unemployment Benefits.

After considering the evidence and the briefs submitted, the Conciliation Board makes the following recommendations:-

1. Statutory Holidays:

   No change.

2. Vacations:

   No change.

3. Rates of Pay and Job Classifications:

   The Conciliation Board recommends a two year agreement with a wage increase of Eight (.08¢) cents per hour for the first year retroactive to November 30th, 1959, and an increase of seven (.07¢) cents per hour in the second year.

4. Shift Differential:

   No change.

5. Sunday Premium:

No change.

6. Seniority:

(a) That the length of time for seniority protection be extended for two years after an employee has accumulated three months of service with the company.

(b) That the company be allowed to use its discretion in the promotion of personnel only where the personnel has been in the service of the company for less than one year.

(c) That where the company proposes to promote to a vacancy anyone who has no strict seniority rights to the vacancy, union be given the opportunity of making representations to the company before such an appointment is made.

7. Supplementary Unemployment Benefits:

No change.

The Conciliation Board wishes to express its appreciation for the manner in which the representations were made by the parties to the dispute.

All of which is respectfully submitted,

(Signed)
LUCIEN MAYNARD, Q. C.
Chairman, Conciliation Board.

(Signed)
ELDON D. FOOTE,
Member, Conciliation Board.

DATED at Edmonton, Alberta,
this 24th day June, 1960.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton.

Sir:-

MINORITY REPORT

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Cement, Lime and Gypsum Workers International Union, Local 359, Edmonton, and Inland Cement Company Limited, Edmonton, Alberta.

The matters in dispute which were brought before the Conciliation Board were:-

1. Statutory Holidays.
2. Vacations.
3. Rates of Pay and Job Classifications.
4. Shift Differentials.
5. Sunday Premium.
6. Seniority.
7. Supplementary Unemployment Benefits.

My recommendations with respect to the above items are:-

1. Statutory Holidays:

   One additional Statutory Holiday.

2. Vacations:

   Provision for three weeks vacation after 12 years service.

3. Rates of Pay and Job Classification:

   I concur with the Majority Report of the Conciliation Board with respect to Item 3.

4. Shift Differentials:

   Provision for 16¢ per hour for the midnight to 8:00 a.m. shift.

5. Sunday Premium:

   Provision for time and one-tenth.

6. Seniority:

   I concur with the Majority Report of the Conciliation Board with respect to Item 6.

7. Supplementary Unemployment Benefits:

   I concur with the Majority Report of the Conciliation Board with respect to Item 7.

All of which is respectfully submitted,

(Signed)
NORMAN LANSDOWN, Member,
Conciliation Board.

DATED this 24th day of June, 1960,
in Edmonton, Alberta.